



January/February Volume 79, Issue 1 2019

• 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

This edition of the magazine will mark our 1st on-line publication of our magazine.

After many months of notice the active and retired members responded and the decision was made that this would be the most efficient and cost-effective way to bring this newsletter to you. The savings realized by this change will be utilized to better represent the members across the state. We did receive some negative responses, mostly from retirees about going to an on-line version, so we have decided to print a small number of each edition which will be distributed to the retiree chapter Presidents for distribution at their regular meetings. We will also have copies in both the Eastern and Western Region offices once each edition is prepared. We encourage all our retirees to actively participate in your Local retiree chapter to keep in touch with upcoming events and issues that we face daily. The lifetime membership fee to become a member of the Chapter is paid for by the Local so there is no burden on the retiree. Come out and spend some time with former co-workers or newly retired members to discuss current event affecting our retired members.

In this edition you will also see photographs from our recent Local 13000 Convention in Hershey PA. Attending this year's convention as our distinguished guest to address the delegates was recently re-elected Governor Tom Wolf. Our delegates got to hear 1st hand from a Governor who walked 2 different picket lines



with members from Local 13000 during his 1st term in office. Governor Wolf spent his time thanking the Local for all our help and support during his bid for re-election. The Governor also addressed the work that is ahead of us in PA over the next 4 years with regard for education and defending attacks on organized Labor. We can only

expect much of the same during these next 4 years and it was critically important to make sure that Governor Wolf was re-elected. We look forward to working with him and his administration during this next term.

Starting off 2019 CWA held its annual Mobility Conference in the beginning of January. Representatives from Local's across the country attended and participated in workshops related to the wireless industry. Local 13000 organizer Joe Smolczynski attended and participated with the Verizon Wireless and T-Mobile workshops. Joe played an instrumental part on this panel having just successfully organized the Wireless workers in our Hazleton location here in Pennsylvania.

Also attending for the Local were Unit 37 President Nate Evanetz and Unit 42 President James Stiffey. During this Conference a massive rally and informational picket took place outside of a T-Mobile due to the merger talks between T-Mobile and Sprint and the fear of potential job loss. Our Representatives at the conference were providing updates to the wireless members via social media to make

(continued on page 2)

Message from the President

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them aware of the work that was being done and to highlight the unity that needs to exist across the entire wireless industry in this country. Included in this edition are several pictures from that event.

One additional update involves an organizing campaign here in Pennsylvania with our newest members from MX1. Thirty workers at MX1, a digital media communications company located in Hawley, Pa., have voted to join CWA Local 13000. The workers joined together to fight back against stagnant wages that are below industry standards and an aggressive, discipline-centered management style. We welcome these members and look forward to providing them the voice they deserve in the workplace.

We will continue to ramp up our organizing efforts and our political action network across the state as we fight off these anti-union attacks and look to provide that much needed voice that so many workers in the state lack each day. If you are not already involved reach out to your Local branch representative or your Local office and find out how you can get involved. We welcome the support of every member because as everyone knows there's strength in numbers. Once we show everyone we're together, they can't stop us. ■

In Unity,



James J. Gardler
President CWA Local 13000

IN MEMORIAM

John R. Ahlquist-Retiree

Unit 44 Branch 04
Deceased January 2019

Joseph C. Reece-Retiree

Unit 23, Branch 01
Deceased December 20, 2018

Edward Antos Jr.-Retiree

Unit 34
Deceased August 20, 2018

Jacqueline A. Rizio-Retiree

Unit 32, Branch 03
Deceased 11/7/2018

Anne C. Bannon-Retired

Unit 211, Branch 04
Deceased January 17, 2019

Paul E. Rowley-Retiree

Unit 13, Branch 06
Deceased

Gail C. Dunitz-Retiree

Unit 33, Branch 07
Deceased November 3, 2018

Ronald Shields-Retiree

Unit 57, Branch 01
Deceased January 28, 2018

Daniel A. Gavin-Retiree

Unit 23, Branch 01
Deceased December 28, 2018

Thomas J. Ward-Retiree

Unit 23, Branch 02
Deceased December 27, 2018

James A. Hanley, Jr. Member

Unit 35, Branch 05
Deceased December 12, 2018

Carl E. Winkler-Retiree

Unit 33, Branch 02
Deceased January 01, 2019

Joyce Innes-Retiree

Unit 211, Branch 04
Deceased November 05, 2018

William O. Woener-Retiree

Unit 011, Branch 00
Deceased November 12, 2018

Samuel J. Leos-Retiree

Unit 59, Branch 04
Deceased December 10, 2018

Patricia M. Woods-Retiree

Unit 31, Branch 06
Deceased November, 2018

Raymond D Ralston-Retiree

Unit 27, Branch 05
Deceased



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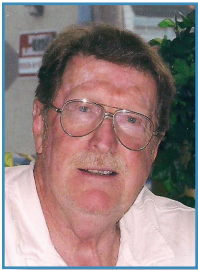
James J. Gardler, Editor **Elaine Bell, Assistant Editor**





Grey Matters RAY BUNTING

PREDICTION VS RESULTS



There is a great disparity between what is said about raising the minimum wage to \$15.00 an hour and what actually happens when it has been adopted in some states. The prediction says, "People will lose their jobs." The reality is workers, when they are paid more, buy more, pay more taxes and contribute more to their Social Security fund. It has proven to be a huge success in states that have raised their minimum wage. The same thing could be said about equal wages for women, it is a win-win.

The federal Government has talked about Social Security being underfunded and will run out of money. Paying workers more will help solve the problem and secure our monthly Social Security check!

People will not lose jobs because they are needed! A good example of workers being needed; Henry Ford doubled his workers' wages from \$2.34 for a nine hour day to \$5.00 for an eight hour day in 1914 with a good result. (Female workers were included in 1916.) Other factory owners thought he was crazy but what happened solved Ford's problems and he made more money with an improved product. What was happening some workers would quit mid-shift and leave! With the improved wage Ford had less employee turnover and better quality product because workers were more experienced and happier with a better wage. Henry Ford took a "long view" he wanted to produce a car that his workers could afford and his plan worked. By 1916 profits doubled and continued to boom, by 1921 Ford had half the market for cars and the price of the model T was about half the level of per-capita income. This gave rise to a huge business and Detroit was now the "Motor City" Many gains were to follow. In the 1930's the Government started the minimum wage, unions had good contracts that they fought for and Social Security was introduced by President Franklin Roosevelt.

Of course America has largely forgotten Ford's insight. Worse, it has made a concerted effort in recent years to drive down wages!

There's something deep in our contemporary and political culture, in the public and private sectors that supports the proposition that employers should pay as little as possible. U.S. Corporations are in a better position to pay higher wages than they have been at any time in recent history. With the recent tax break it was "predicted" that employers would raise wages instead they bought back their company stock and raised executive wages; a typical "result". One CEO was quoted, "We can never make enough profit." The executive's company made record profits in 2012 and in 2013 bludgeoned its unions into accepting a six year wage freeze!

I am optimistic about the new Congress! I believe more women can make a difference because they understand the need for better education and health care. Many different ethnicity's and religions are helpful because they will have a voice as well. I expect and more humane Congress that will represent ALL Americans and not be just interested in their own agenda of self service.

I hope we all have good fortune in the New Year! ■

Yours Fraternally,

Ray Bunting
President RMC13021

77th CWA LOCAL 13000 CONVENTION IN HERSHEY



Western Region vice President Gregg Bialek gives his report



Convention delegates hard at work at the 77th Convention



District 2-13 Staff & Local President Emeritus take time to pose for a quick picture



77th CWA LOCAL 13000 CONVENTION IN HERSHEY



Governor Wolf addresses the Delegates at the 77th convention

Governor Wolf poses with Local 13000 Executive Board



Governor Wolf takes some time with the Local 13000 Escort Committee

The Local Buzz The Local Buzz The Local Buzz



*Report of Executive
Vice President,
Jeff Reamer*

To the 77th CWA Local 13000 Convention Hershey, PA, December 13, 2018

I'd like to start my report by welcoming all of you, the officers, delegates and guests to our 77th Local Convention. It is again truly a privilege to stand up here and address you as your Executive Vice President for now the 9th convention in a row. Working for all of you in this capacity is truly my honor and I thank all of you for it.

As in previous years, the bulk of my report is mainly focused on our collective bargaining occurring throughout the local. With a full 2 years of bargaining behind us since last convention with 20 contract expirations, I can stand up here and talk for hours if I went into the exact details of each...but relax... I won't but I could.

So, I'll get right into it, if you recall at the time of our last convention in 2016, we were still in bargaining for our Unit 101 members in both Chambersburg and Bedford. In February of 2017, 4 months after expiration, a new 3-year tentative agreement was reached that included 4.5% wage increases, shortened wage progression scales and provisions that now included PTO time in the weekly overtime build. The Agreements were both ultimately ratified by the membership shortly thereafter.

For the contracts expiring in 2017 in chronological order, bargaining began for our Atlantic Broadband members in Unit 31 on January 17th. In early February a 3-year tentative agreement was reached that included 3% wage increases for each year and contractual improvements on CCR wage progression, recall language, shift differential and standby improvements along with and new voluntary transfer language. However, the TA was not ratified by the membership which catapulted our bargaining team back into bargaining with the Company. And after securing a second agreement that also included provisions related to additional vacation time for all CCRs and DMs, the new agreement was ultimately ratified by the membership in late March.

In the meantime, bargaining began on a National level for the "Orange" contract at a combined table in North Jersey on January 25, 2017 for all our AT&T Mobility Units across not only our own the state here in PA, but with all 5 CWA Districts covered spanning from NY to Hawaii. While I could go on forever about my 11 months of living in that hotel with those 13 other bargaining team members and the absolute corporate greed we faced at that table, after 11 months of unprecedented bargaining the likes of which this company has never seen, thanks to the solidarity and mobilization efforts of both the membership and our elected union officials, many of which are here in this room, on December 13, 2017 a 4 year tentative agreement was reached. The agreement included 10.1% compounded wage increases over the life of the agreement, retro pay back to February, a \$1000 signing bonus, gains in contractual provisions covering "at-risk"

commissions, on call, relief differential, as well as observation limits and call monitoring, curbs on the Company's Attendance plans, and for the first time ever an Employment Security guaranteed job offer agreement for our members in the event of a surplus. The Agreement was ratified by the membership across the board on January 12, 2018. It would also be an injustice not to mention the 1st of its kind wireless industry strike that this nation has ever seen. It lasted for 3 successful days in May in the midst of this bargaining where our membership sent a clear united message to this corporation that our voices needed to be heard at the bargaining table.

Next up in May both our Verizon Select Service "VSSI" members in Unit 22 and our Unit 119 Members at Comcast Alle-Kiski entered into bargaining.

First on May 1st our VSSI members bargaining began and in late May a four-year tentative agreement was reached. The agreement included 10% in wage increases, the retention of our existing contract language and protections and a \$1000 ratification bonus with minimal increases in terms of healthcare premium share. The agreement was ratified into contract on June 16, 2017.

On May 2nd our Comcast Alle-Kiski Bargaining began, and while bargaining extended well past the May 22nd expiration. In mid-August a 3-year tentative agreement that included 2% wage increases across the board for each year, additional increases through individual adjustments, and improvements in on-call, standby, shift differential, holiday language and TTO availability. The Agreement was ratified into contract by the members on August 23, 2017.

One day prior to that Alle-Kiski ratification vote, our Unit 104 ILEC members at Consolidated Communications entered into bargaining on August 22nd. Despite the various retrogressive proposals our bargaining team faced, a 3-year tentative agreement was reached in late September. The agreement contained healthcare improvements that resulted in less out of pocket expenses to our members and improvements were made in contractor notification, telephone allowance discounts, and a streamlined ILEC job posting procedure. The agreement was ratified on September 27, 2017.

Next up to the Bargaining table, our Unit 115 Comcast South Hills Tech members, who began bargaining on October 3rd. Our bargaining team's ability to capitalize on those gains secured in Alle-Kiski bargaining over the summer led to a new 3-year tentative agreement shortly thereafter. The agreement contained the same 2% annual wage increases and contractual provisions as well as new language on individual days off and training. The Agreement was ratified by the membership on October 12, 2017.

Shortly thereafter in that same month before the ink even dried on the South Hills TA, our Unit 101 members in Butler entered into bargaining with Centurylink. And in late October a 3-year tentative agreement was reached. The agreement included annual increases of 2%, increased PTO allowances, improvements in language covering stand-by, callouts, new home garaging language and new VTP language increasing the cap to \$45,500 from the existing \$28,000. This agreement was ratified into contract by the membership on October 25, 2017.

And believe it or not, that wraps up our bargaining for 2017.

And after a few months of reprieve, in early February of 2018 our Unit 104 CLEC members entered into bargaining with Consolidated Communications. In mid-February our bargaining team reached a 3-year tentative agreement



The Local Buzz The Local Buzz The Local Buzz

with wage increases totaling roughly 5.6%, a new Senior Network Tech title, retention of the \$150 healthcare waiver, enhanced commitments on training, and an increase of \$100 to the performance bonus payout among others. The agreement was ratified by the membership on February 27, 2018.

In that same timeframe our members at AVAYA who were in talks already with the Company on a national level reached a 2-year extension agreement that was overwhelmingly ratified by the membership. The agreement included a 2.5% wage increase, the first non-lump sum increase since 2012, as well as the retention of all existing contractual provisions going forward.

Also on a national level, through our T&T Office in D.C., our AT&T Legacy T members began bargaining on March 6, 2018. Those members are still to this day working without a contract since April 12 of this year. Talks at the table have broken down since late summer and our bargaining team remains committed to fight back the retrogressive, corporate greed ridden Comprehensive proposal this Company is attempting to push in this round of bargaining. Mobilization efforts going forward, and the involvement of every member will be the key to our success at this table.

On May 8, 2018, National American Red Cross Bargaining began by way of the coalition formed by the nine Unions representing workers across the Country. Bargaining lasted throughout the summer and on August 30th a 3-year tentative agreement was reached that included wage increases totaling over 8%, no increases to out of pocket maximums or deductibles and limits to employee premium share. Improvements to both short term disability and life insurance are among many other of contractual improvements secured. Our Johnstown members voted for ratification on October 5th and were added to the balance of the coalition votes that ultimately ratified the agreement later in the fall. I know I speak for this Board in thanking and recognizing our own Unit 111 President Jaytricia Tremel, for her dedication in serving as a member of the coalition bargaining team, representing not only our Johnstown members here in PA, but those of the CWA across the country. Thanks Jaytricia, for all your efforts and dedication in this round of bargaining.

An unexpected round of bargaining began on June 18th with Verizon after the Company reached out to both Mid Atlantic Districts asking to enter into contract extension talks for the contract that wasn't slotted to expire until 2019. The 4-year agreement that was ultimately reached on July 19th included compound wage increases of 11.2%, 1% pension band increases for 3 of the 4 years of the agreement and included modest changes in healthcare contributions over the life of the agreement for actives and protected post 12/31/12 retirees from any increases. In early August the agreement was ratified by the membership into contract.

Also included as part of those Verizon negotiations was an agreement reached on a historic 1st contract for our newest Local 13000 members in Unit 35 from Verizon Wireless in Hazelton, PA who had voted to join the Union less than 2 weeks prior. The agreement gives our members job security provisions, limits on contracting, merit-based pay protections and scheduling language among many others. But most importantly a voice in the workplace, and we welcome these new members into our Local and to the Labor movement.

At the same time as the Verizon negotiations were occurring our Unit 25 Municipal Employees in Newtown Township had opened up bargaining

for their contract in late June and a new 4-year tentative agreement was reached on July 13th. The agreement included 3% annual increases, no out of pocket premium shares with no changes to healthcare and preserved all existing contractual provisions and protections. The agreement was ratified by the membership on July 24, 2018.

On that exact same day, Bargaining began for our Newtown Township Firefighters. Bargaining continued for almost 5 months and just this past Friday, on December 7th a 3-year tentative agreement was finally reached. On wages, the agreement calls for \$2000 added to the annual base and a percentage increase on top of that for the 1st year of 3.5% then 3% annual increases for the remaining 2 years, no changes to healthcare with no premium share, new language on education incentives and the addition of a new pension service increment payout. All other contractual provisions were protected and retained or enhanced. A contact explanation meeting and ratification vote will be scheduled to occur next week.

In the fall of this year, all of our Unit 103 members covered by all 4 Windstream contracts entered into bargaining on September 18th. After a brief extension agreement and a second bargaining round happening in early November, a 3-year tentative agreement was reached on November 7th. It included wage increases of 2% per year, retro pay, the preservation of our PPO healthcare plan, enhancements to schedule change language, inclement weather, recall, 1/2-day vacations among many other enhancements and a new BST position created and also includes a guaranteed staffing commitment of 10 new technicians added across the 4 contracts. The Agreements were ratified by the membership in all 4 contracts on November 26th.

Last but certainly not least, our Unit 54 RS Bellco members secured a 4-year tentative agreement on November 8th that included wage increases totaling 9%, the addition of in-charge pay, flextime language and an additional day of vacation and 100% payout for unused sick time. It also preserved all other contractual provisions and protections. The agreement was unanimously ratified by the membership on November 15, 2018.

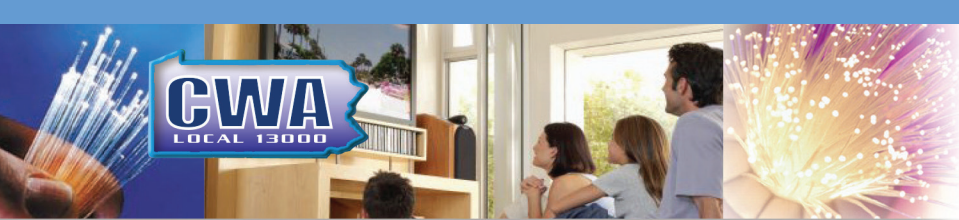
As with every round of bargaining, Our Mobilization efforts, the education and engagement of our membership on the issues, and most importantly the dedication and involvement of all of you in every step of that process continue to be the key to our success at the table. I thank everyone of you for your hard work and enthusiasm and your continued never say die fight as we all know how frustrating at times the bargaining process can get.

I'd also like to thank Ed Mooney and the District 2-13 staff for all their continued support on the many issues we face.

My thanks also go out to the staff in all 3 of our offices for all their hard work. In the Executive Office- Elaine, Donna and Charlotte, in the East- Lori and Christine and in the West- Pam, Susan and Debbie.

And finally, I'd like to thank the other members of this Executive Board for the long hours and their relentless dedication to the membership of this local. It's a pleasure to work with them every day.

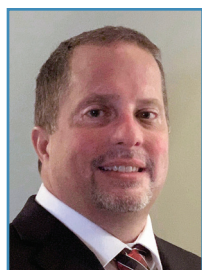
Thank you again and enjoy the rest of your convention. ■



WESTERN REGION UNIT PRESIDENTS

Unit 31	Dan Long	Unit 57	Bob Gourdie
Unit 32	Mike Reeder	Unit 59	Andy Miller
Unit 35	Tony D'Angelo	Unit 101	Joe Kopac
Unit 41	Justin Felt	Unit 103	Pat Catalano
Unit 42	James Stiffey	Unit 104	Vic Shaffer
Unit 43	Troy Scott	Unit 111	Jaytricia Tremel
Unit 44	Dave Hoskowitz	Unit 115	Mark Onofrey
Unit 54	Scott Efferin	Unit 116	Jack Follmer
Unit 56	Mike Corignani	Unit 119	Jamie Fetterman

Western Region



The following is a portion of my speech from the 77th Annual Local 13000 Convention:

The Windstream bargaining was ongoing under the direction of our Executive Vice President Jeff Reamer. When I joined the bargaining team, we had three long days of bargaining but the bargaining

team was successful in obtaining a tentative agreement and a fair contract for these members. One of the biggest victories in this contract is the addition of ten new members to help alleviate the forced overtime issues that have plagued our members for the last two years. This contract was ratified earlier this month. Congratulations to the members of Unit 103 and thank you to the bargaining team for all of your help.

RS Bellco Federal Credit Union's contract out of Unit 54 was set to expire December 31, 2018. Unit 54 President Scott Efferin and I met with CEO David Willey for a pre-meeting to find out their intentions for the new contract. Willey's biggest concern was a combination title where everyone would be able to do all functions within the credit union. The issue we had with this is they would be paid at the lowest pay on the pay scale. Soon after this meeting, Executive Vice President Jeff Reamer and I jumped right into bargaining where a tentative agreement was reached. The contract does not include the combination title but includes wage increases, additional personal time as well as 100% reimbursement for any unused sick time. This contract was ratified with 100% approval from the membership. This was a great accomplishment obtaining a good contract a month before it was set to expire giving these members a worry-free holiday season.

Comcast contracts are set to expire in 2019. We already have meetings scheduled with District 2-13 to begin bargaining for these members.

Over the past month, I had the pleasure to accompany Dana Bialek and Jaytricia Tremel of the Women's Committee to locations in their respective locations for the statewide donation drive for Women against Abuse. It was eye opening to see what women and families in our communities go through due to situations beyond

their control. I am pleased with the amount of donations received from our Local but we need to do more to help. Please make sure to donate to the Women's Committee.

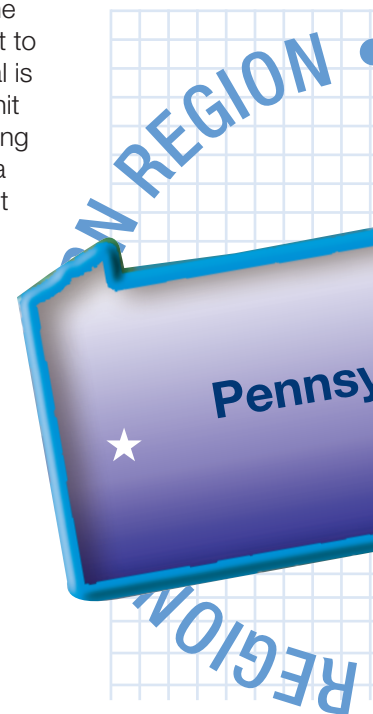
My goal as the Western Region Vice President is to help communicate information to everyone. This includes all Unit Presidents, Representatives and members. I want to make sure when a grievance is heard at my level the information is getting back to the member. We have started sending letters from the Western Region Office to all members on the status of their grievances. As my schedule permits, I will be attending all Unit Council meetings and membership meetings.

In doing so, I will be able to assist the leaders in getting the information out to the membership. Another major goal is to have all of the Western Region Unit Presidents on the same page, working together. More can be achieved as a team rather than each Unit President doing their own thing.

I would like to thank all of you who have supported me throughout the election process as well as your support today as the Western Region Vice President. ■

In Unity,

Gregg Bialek
Western Region Vice President



EASTERN REGION UNIT PRESIDENTS

Unit 1	Tom Romantini	Unit 23	Bill Scott
Unit 11	Jaime Schools	Unit 25	Harry Arnold
Unit 13	Charlie Butz	Unit 33	Craig Brasten
Unit 14	Orland Jones	Unit 34	Tom Schank, Jr
Unit 15	Chris Wackerman	Unit 37	Nathaniel Evanetz
Unit 21	Joe Kincade, Jr.	Unit 211	Wynnetta Ward
Unit 22	Joe Peruggia		

CWALOCAL13000NEWS



Eastern Region



The following speech was used to address the delegates of the 77th Local Convention held in Hershey on December 13th.

This is the fifth time that I stand before you as the Eastern Region Vice President. It has truly been an honor to have this opportunity thus far, and I hope that my ability to serve in this position

has provided a better circumstance for all of you.

When the 76th Local Convention concluded two years ago, the region along with the rest of the local was preparing for the expiration of the AT&T contract. Throughout the year, mobilizations, conference calls, job actions, including the three-day strike provided a cohesive bond for the AT&T employees. In fact, charges filed by the Unit 14 council, to six members for crossing the picket line during that three-day strike, reassured the rest of the Mobility employees, that there are consequences for their actions. On a side note, all six of those were found guilty. So, witnessing both the 2013 and 2017 bargaining campaigns, I can say with certainty that the membership has become much stronger, and should only get stronger for future bargaining.

Over the past year, AT&T has forced their employees to sell the DirecTV Now product, as part of their normal sales practice.

The problem is that most customers are not interested and the employees are often to participate in unethical sales practices. The discipline in AT&T has increased drastically over the past year, resulting in more grievances filed in the two AT&T Units than ever before.

Also, after the last convention, we knew that we would soon be making arrangements for upcoming negotiations with Verizon in the summer of 2019. However, as a result of a successful 2016 bargaining campaign and the

Union's ability to negotiate, gave way to an opportunity for early bargaining, followed by a tentative agreement, ultimately leading to a ratified contract. Again, the membership became much stronger.

Verizon employees within the Eastern Region have experienced somewhat of a culture change from management. For the most part, the working conditions have become better and that is reflected by the reduction of the grievances in all 11 Verizon Units in the Eastern Region. Excessive tours have been reduced and that issue is ongoing, but the company is beginning to understand the argument posed to them from union officials, because we are doing the legwork associated with justifying those reductions.

As for the Permanent Transfers of employees, beginning in 2010, the company forced transferred many employees from multiple titles into the City of Philadelphia from the suburbs. Over the past two years, the Eastern Region has seen more than 100 employees returned back to their former location or close proximity. This was done by convincing management to return them voluntarily under Article 18 or through transfer agreements via the Liberty Region Transfer Plan.

We cannot forecast what is ahead for the next two years, nor can we expect things to just go well or as expected. We need to maintain what we fought for while we strive for better working conditions regardless of the employer. What we can forecast is that we can achieve greatness if we do it together and not alone.

In closing, I would like to thank all of you for having the courage to step up and volunteer for what seems to be at times a thankless job. Your role has made a difference. I would also like to thank the Eastern Region Unit Presidents and their councils, The Executive Board, both past and present. Finally, I would like to thank both Christine and Lori for their hard work making sure that the administrative functions of the office run smooth. Thank you and enjoy the rest of the Convention. ■

In Unity,

Richard R. Dezzi
Eastern Region Vice President

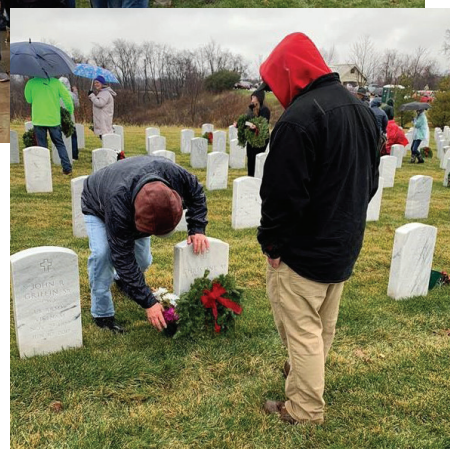
CWA LOCAL 13000 VETERANS COMMITTEE ACTIVITIES



The Local Veteran's Committee is always looking for different ways to participate in events across the state and one such event was inspired by a program for Vet's suffering from Post-Traumatic Stress Disorder (PTSD) and how service dogs help disabled veterans lead better lives. The cost of a service dog can sometimes run as high as \$30,000. The committee solicited donation from within Unit 104 initially and then at this year's Local Convention. Delegates and various Units from across the state began to reach deep into their pockets to support this worthwhile cause. Unit 104 President Vic Shaffer and Western Region VP Greg Bialek met with this organization to present these donations to help our Veterans on behalf of the membership of Local 13000.



WREATHS *across* AMERICA



Local 13000 Veterans Committee participated in Wreathes Across America



— RECLAIM OUR — DEMOCRACY



**TELL CONGRESS TO SUPPORT H.R. 1
GET BIG MONEY OUT OF POLITICS &
MAKE VOTING EASIER.**



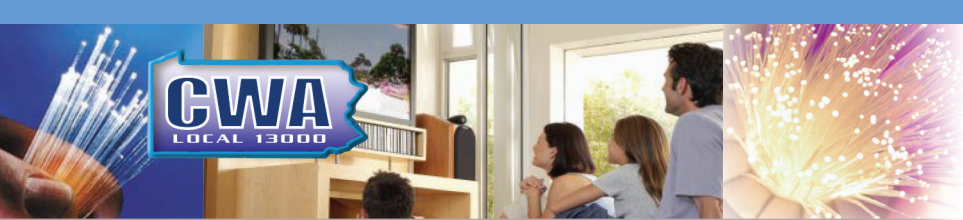
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Congress has an opportunity to repair our political system and strengthen our democracy. H.R. 1 is a bold and sweeping reform bill that will:

- ✓ **MAKE IT EASIER, NOT HARDER, TO VOTE** by restoring the Voting Rights Act, implementing national voter registration, expanding early voting and ending gerrymandering.
- ✓ **GET BIG MONEY OUT OF OUR DEMOCRACY** by regulating big money in politics like Super PACS, requiring all political organizations to disclose their donors, and building a campaign finance system to increase and multiply the power of small donors.
- ✓ **ENSURE PUBLIC OFFICIALS WORK FOR THE PUBLIC INTEREST** by expanding conflict of interest law, strengthening oversight of lobbyists, and more!

CWA

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WOMEN'S COMMITTEE

Marisa MacCrary, Moderator
Wynnetta Ward (Unit 211 President)
Jaytricia Tremel (Unit 111 President)
Daisey Ellerby (Unit 34 VP)
Dana Bialek (Unit 54 VP)

CWA LOCAL 13000 WOMEN'S VIEW

2018 Rosie the Riveter



CWA Local 13000's Rosie the Riveter Award for 2018 goes to Shari Binkney. Shari exemplifies "A Woman's Place is in her Union".

Shari has been employed with Verizon Communications for 27 years with 5 of those years as the representative for Unit 41 Branch 9, representing the members of the RCMAC. She started in manual assignment as a term employee, worked in collections and the EVRC. Shari learned about union life from her mother who retired from the telephone company 26 years ago.

Outside of CWA and Verizon, Shari has obtained 2 Associates degrees, 2 Bachelor's degrees and is currently working on her Master's degree. She is an advocate for the drug and alcohol addiction community. Shari being 31 years sober actively attends NA meetings and is a mentor for those suffering with addiction. Her 2 daughters and 4 grandchildren are the loves of her life.

Shari is always the first one to step up for the members of CWA Local 13000, as well as, her family and community. When Shari found out about the Women's Committee donation drive, she jumped right in placing a bin for collections, which was greatly appreciated. For anyone that has had the pleasure of meeting Shari will say she always has a smile on her face and is the first one to turn a negative situation into a positive one, which can be challenging in today's environment. No matter what she has going on personally, she makes time for others. During the 2016 work stoppage, Shari tirelessly spent 12+ hours every other day on the picket line. Shari was the first person I thought of when it was time to nominate an awardee for the Rosie the Riveter award, there is nobody more deserving of this award than Shari.

We could not be more proud to congratulate **2018's Rosie the Riveter award winner, Shari Binkney.**





Marisa MacGrory
Secretary-Treasurer



LOCAL 13000 COMMUNICATIONS WORKERS OF AMERICA, AFL-CIO

Statements of Certain Assets, Liabilities and Net Assets September 30, 2018 and 2017

	2018	2017
Assets Recognized		
Cash and cash equivalents	\$ 577,435	\$ 374,458
Investments, at cost:		
Operating fund:		
Short-term investment funds	1,396	119,978
Certificates of deposit	170,000	—
Total operating fund	171,396	119,978
Emergency fund:		
Short-term investment funds	78,030	93,764
U.S. government and agency securities	720,720	645,344
Corporate debt securities	1,443,133	1,259,702
Mutual funds	121,275	121,275
Common stock	1,148,522	1,226,969
Total emergency fund	3,511,680	3,347,054
Total investments, at cost	3,683,076	3,467,032
Property and equipment:		
Land	335,680	335,680
Buildings and improvements	2,576,588	2,576,588
Furniture and equipment	311,989	311,989
	3,224,257	3,224,257
Less accumulated depreciation	(2,055,359)	(1,951,983)
Property and equipment, net	1,168,898	1,272,274
Promotional materials inventory	53,633	60,443
Total assets recognized	\$ 5,483,042	\$ 5,174,207
Liabilities Recognized		
Deposits and other liabilities	\$ 12,169	\$ 12,164
Payable – Member Relief	—	17,990
Payroll withholdings	8,746	5,223
Total liabilities recognized	20,915	35,377
Commitments and contingencies		
Net assets recognized	5,462,127	5,138,830
Total liabilities and net assets recognized	\$ 5,483,042	\$ 5,174,207

Statements of Revenue Collected, Including Investment Gains and Expense Reimbursements, Expenses and Changes in Net Assets – Modified Cash Basis

Years Ended September 30, 2018 and 2017

	2018	2017
Revenue collected, including investment gains and expense reimbursements:		
Dues	\$ 2,880,538	\$ 2,687,118
Strike income	10,551	1,300
Rental income	85,851	68,645
Gain on sale of investments	200,589	39,329
Interest and dividends	96,572	91,958
Reimbursed wages	186,394	436,891
Promotional materials sales	8,800	8,233
Refunds and reimbursed office expenses	47,100	17,081
Reimbursed travel, hotel, and meal expenses	37,701	48,908
Total	3,554,096	3,399,463
Expenses paid:		
Operating expenses	3,230,799	3,223,105
Total	3,230,799	3,223,105
Excess of revenue collected, including investment gains and expense reimbursements over expenses paid	323,297	176,358
Net assets, beginning	5,138,830	4,962,472
Net assets, ending	\$ 5,462,127	\$ 5,138,830



LOCAL 13000 COMMUNICATIONS WORKERS OF AMERICA, AFL-CIO

Schedule of Operating Expenses – Modified Cash Basis Year Ended September 30, 2018

Salaries:		
Executive President, Executive V.P., Secretary-Treasurer	\$ 331,202	
Eastern region, V.P.	99,330	
Western region, V.P.	82,060	
Eastern region	143,619	
Western region	155,616	
Executive board committees	18,238	
Eastern region unit business	80,128	
Western region unit business	64,881	
Eastern region staff	120,564	
Western region staff	125,722	
Executive staff	186,005	
Education	49,279	
Organizing	114,757	
Mobilization	93,442	
Bargaining	15,231	
Eastern region Labor Day	625	
Western region Labor Day	336	
Frontier western region	25,194	
Frontier eastern region	23,341	
Payroll taxes	166,819	
Pension funding	131,294	
Payroll savings match	36,213	
Other employee benefits	86,246	
Member relief assistance	45,583	
Local, regional and unit allowances and reimbursed expenses:		
Eastern region allowance	8,149	
Western region allowance	9,118	
Local business allowance	5,422	
Eastern region unit business allowance	4,487	
Western region unit business allowance	10,143	
Eastern region reimbursed expenses	11,334	
Western region reimbursed expenses	9,399	
Local business reimbursed expenses	6,031	
Eastern region unit business reimbursed expenses	18,871	
Western region unit business reimbursed expenses	8,410	
Education:		
Allowances	9,017	
Supplies	9,313	
Reimbursed expenses	7,898	
Organizing:		
Allowances	2,145	
Reimbursed expenses	17,803	
Other organizing expenses	358	
Mobilization:		
Allowances	724	
Reimbursed expenses	21,959	
Other mobilization expenses	1,275	
Bargaining:		
Allowances	4,545	
Reimbursed expenses	3,822	
Other bargaining expenses	138	
Travel, hotels and restaurants:		
Eastern region	\$ 6,976	
Western region	5,839	
Executive board	28,494	
Bargaining	2,138	
Education	19,170	
Organizing	4,371	
Registration:		
Western region registration	100	
Executive board registration	2,905	
Subscriptions and memberships:		
Eastern region subscriptions	283	
Western region subscriptions	294	
Executive board subscriptions	3,289	
AFL-CIO membership	31,238	
Eastern region memberships	11,132	
Western region memberships	3,324	
Meeting hall rental:		
Eastern region	2,190	
Western region	2,420	
Board	150	
Office supplies and expense	22,293	
Postage and delivery	34,118	
Printing and typing	10,679	
Bonds and insurance	38,418	
Bank charges and investment fees	91,318	
Utilities:		
Philadelphia	19,878	
Carnegie	6,126	
Telephone:		
Eastern region	14,544	
Western region	13,627	
Executive board	13,752	
Equipment leasing and maintenance:		
Equipment leasing	51,276	
Building maintenance:		
Philadelphia	43,750	
Carnegie	16,130	
Real estate tax:		
Philadelphia	36,693	
Carnegie	7,578	
Professional fees:		
Legal	40,754	
Accounting	33,075	
Actuary	5,900	
Other	5,621	
Newsletter	84,712	
Sympathy	2,302	
Contributions	5,898	
Labor Day – Philadelphia	7,056	
Labor Day – Western region	4,725	
Cost of promotional materials sold	8,800	
Depreciation	103,376	
Information technology	18,001	
Total	\$ 3,230,799	



LOCAL 13000 COMMUNICATIONS WORKERS OF AMERICA, AFL-CIO

Schedule of Investments September 30, 2018

Description	Face Value/ Shares	Cost	Fair Value (Unaudited)
Short-term investment funds:			
Federated money market management*	1,396	\$ 1,396	\$ 1,396
Federated money market management	78,030	78,030	78,030
Total cash and money market		79,426	79,426
Certificates of deposit:			
Haverford Trust CD			
1.90% 11/21/2018	50,000	50,000	50,000
Haverford Trust CD			
1.90% 11/24/2018	60,000	60,000	60,000
Haverford Trust CD			
1.95% 12/02/2018	60,000	60,000	60,000
Total certificates of deposit		170,000	170,000
U.S. government and agency securities:			
U.S. treasury bonds and notes:			
1.000% 11/30/18	100,000	99,578	99,809
1.375% 02/28/19	150,000	149,758	149,385
1.625% 02/15/26	30,000	298,162	272,238
2.000% 11/15/21	175,000	173,222	170,359
Total U.S. government and agency securities		720,720	691,791
Corporate debt securities:			
Amazon.Com Inc.:			
3.8% 12/5/24	85,000	86,638	86,703
American Express Co.:			
2.65%B 12/2/22	75,000	76,273	72,222
Apple Inc.:			
2.40% 05/03/23	75,000	66,959	72,107
AT&T:			
3.00% 02/15/22	35,000	34,357	34,280
Bank of America Corp:			
4.125% 01/22/24	85,000	89,058	86,357
BB&T Corporation			
Float Rate 2/1/19	75,000	75,200	75,107
Berkshire Hathaway:			
3.50% 02/01/25	50,000	51,754	49,192
Blackrock Inc.:			
3.375% 6/1/22	85,000	87,212	85,341
Caterpillar Finl SE:			
2.85% 6/1/22	75,000	76,360	73,457
Chevron Corp.:			
2.566% 5/16/23	95,000	94,602	91,851
Comcast Corp:			
3.375% 08/15/25	85,000	85,874	82,079
General Electric Cap Corp.:			
3.10% 1/9/23	50,000	50,189	48,966
Gilead Sciences Inc.:			
3.5% 2/1/25	60,000	62,513	58,948
JPMorgan Chase & Co.:			
2.55% 10/29/20	70,000	70,822	69,008

Description	Face Value/ Shares	Cost	Fair Value (Unaudited)
<i>Corporate debt securities (continued):</i>			
McDonalds Corp.:			
3.625% 05/20/21	100,000	\$ 102,460	\$ 100,999
Monsanto Co.:			
2.125% 7/15/19	85,000	85,324	84,495
PepsiCo Inc.:			
2.75% 4/30/25	85,000	82,507	81,271
Wells Fargo & CO			
3.30% 9/9/24	65,000	66,915	63,010
3M Company			
3.0% 8/7/25	100,000	98,116	97,482
Total corporate debt securities		1,443,133	1,412,875
Mutual funds:			
iShares S&P Mid Cap 400 Index	408	58,852	82,127
iShares S&P Small Cap 600 Fund	1,126	62,423	98,232
Total mutual funds		121,275	180,359
Common stock:			
Air Prods & Chems Inc.	229	30,144	38,254
Apple Inc.	570	40,706	128,672
Baxter Intl Inc.	652	23,852	50,263
Becton Dickinson & Co.	237	12,414	61,857
Blackrock Inc.	163	24,884	76,827
Coca Cola Co.	916	19,612	42,310
Comcast Corp New- Cl. A	2,260	62,716	80,027
CVS Health Corp.	1,357	72,557	106,823
Disney Walt Co.	785	15,228	91,798
Dowdupont Inc.	1,088	22,398	69,969
Emerson Elec Co. Com.	510	36,996	39,056
Exxon Mobil Corp.	574	18,784	48,801
FedEx Corp. Com	81	21,758	19,504
Honeywell Intl Inc. Com.	150	21,773	24,960
Johnson & Johnson	707	44,032	97,686
JP Morgan Chase & Co.	883	35,864	99,638
Lowes Cos Inc. Com.	650	54,582	74,633
MasterCard Inc. Class A	679	52,349	151,152
Microsoft Corp. Com.	1,044	77,425	119,402
Oracle Systems Corp.	887	33,490	45,734
PepsiCo Inc.	790	43,538	88,322
Schlumberger Ltd. Com.	324	21,695	19,738
SPDR TR Unit Ser 1	593	122,858	172,397
Starbucks	830	48,238	47,177
TJX Cos Inc. New	1,139	54,722	127,591
United Technologies Corp.	645	20,948	90,177
UnitedHealth Group Inc.	392	22,418	104,288
US Bancorp Del Com New	1,682	92,541	88,826
Total common stock		1,148,522	2,205,882
Total investments		\$ 3,683,076	\$ 4,740,333

* This investment represents the Operating Fund's investments. All other investments are investments of the Emergency Fund.



February is Black History Month

The Voting Rights Act of 1965 is a landmark piece of federal legislation in the United States that prohibits racial discrimination in voting. It was signed into law by President Lyndon B. Johnson during the height of the American Civil Rights Movement on August 6, 1965, and Congress later amended the Act to expand its protections. Designed to enforce the voting rights guaranteed by the Fourteenth and Fifteenth Amendments to the United States



Constitution, the Act allowed for a mass enfranchisement of racial minorities throughout the country, especially in the South. According to the U.S. Department of Justice, the Act is considered to be the most effective piece of civil rights legislation ever enacted in the country.*

** "Introduction to Federal Voting Rights Laws: The Effect of the Voting Rights Act". U.S. Department of Justice. June 19, 2009.*