

March/April Volume 81, Issue 2 2021

• 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

As vaccines continue to roll out throughout the state and across the country, we encourage all our active and retired members to register or make arrangements locally to get vaccinated to protect yourself, your family, and your co-workers. In various parts of the state most if not all our active and retired members should be eligible to schedule an appointment. If you are encountering difficulty getting this done reach out to the Local or regional offices and we will see what we can do to help expedite any opportunities available to get you scheduled for the COVID vaccine.

While this is happening, we continue to work with employers on COVID protocols across the state. We are committed to providing a safe work environment for our members while this pandemic continues. If you are encountering any unsafe working conditions, especially those related to COVID please contact your rep or Unit President and get that information back to one of the Local officers ASAP so that we can address this with the employers.

On the political front on March 9th, 2021 the House of Representatives, with bipartisan support, passed the *Protecting the Right to Organize (PRO) Act*, one of CWA's top priorities



for building worker power. The PRO Act would be a game-changer for millions of workers by making it easier to join unions, win first contract agreements, and engage in more powerful strikes. All the Democratic members of the House and one lone Republican in Pennsylvania, Representative Brian Fitzpatrick voted in favor of

the PRO Act. As you may remember in 2020 Representative Fitzpatrick also supported this legislation, so we applaud him for his continued support on issues that affect working women and men in this country.

Near the end of March, the U.S. Senate confirmed former Boston Mayor Marty Walsh to lead the Department of Labor. Walsh is the first union member to serve as Secretary of Labor in nearly 50 years. Walsh will ensure that working people have one of their own at the table every time a major decision is made that affects their lives.

"President Biden has made it clear that during his administration, encouraging working people to join together in unions to stand up for themselves and improve their workplaces will be a top priority. We are confident that as Secretary of Labor Marty Walsh will carry out this mission," said CWA President Chris Shelton.

(continued on page 2)

Message from the President

(continued from page 1)

As many of you may remember that during our last strike with Verizon the Secretary of Labor at that time was Thomas Perez. Secretary Perez was very helpful in resolving our disputes with Verizon at the bargaining table to end one of the largest and longest strikes in modern history. Having a fellow union member now serving in this position under the Biden administration is a welcome change from his predecessor under the former administration.

Finally, an update on an issue we mentioned in our previous edition regarding Judicial Gerrymandering. Our efforts were successful in stopping PA House of Representatives General Assembly from passing HB-38 and thus preventing it from being placed on the ballot for a vote in the May primary or becoming part of our state Constitution. All of Labors efforts across the state helped to defeat this attempt to put undo political influence into our states judicial system.

As additional actions are needed across the state we will be reaching out to the Units and the membership for your assistance on any attacks on Labor.

Work injuries and illnesses can affect every aspect of life for members and their families. Please be safe out there for yourself, your family, and your co-workers. ■

In Unity,



James Gardler
President CWA Local 13000

IN MEMORIAM

Burris E Esplen Jr-Retiree
Unit 42, Branch 04
Deceased February 09, 2021

Lawrence C. Lucas-Retiree
Unit 35, Branch 07
Deceased February 08, 2021

Clayton H. Hogan-Retiree
Unit 57, Branch 02
Deceased May 25, 2020

Brian Stilio-Member
Unit 57, Branch 02
Deceased February 21, 2021

Glenn C. Royer-Member
Unit 35, Branch 02
Deceased March 16, 2021

Cary A. Murphy -Retiree
Unit 32, Branch 03
Deceased March 13, 2021



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CWA Local 13000 Executive Office
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Philadelphia, PA 19103
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EXECUTIVE BOARD

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



CWA LOCAL 13000 ENDORSED CANDIDATES

MAY 18, 2021 PRIMARY ELECTIONS PENNSYLVANIA STATEWIDE RACES

Supreme Court

Judge Maria McLaughlin

State Senate

Rep. Marty Flynn for the 22nd Dist.

PA House of Representatives

Ms. Mariah Fisher for the 59th Dist.

Superior Court

Judge Tamika Lane

Judge of the Commonwealth Court

Amanda Green-Hawkins
David Lee Spurgeon

Philadelphia County

City Controller

Rebecca Rhynhart Dem.

District Attorney

Carlos Vega

Judge of Court of Common Pleas

Wendi Barish-Dem.
Nicholas S. Kamau-Dem.
Craig R. Levin-Dem.
Mark J. Moore-Dem.
Christopher R. Hall-Dem.
Terri Booker-Dem.

Judge of Municipal Court

Michael C. Lambert-Dem
George R. Twardy, Jr.-Dem
John R. Padova-Dem.

Delaware County

Francis Redding- Dist Judge Ridley Township
Raymond J. Santarelli-Court of Common Pleas

Allegheny County

Mayor

Bill Peduto

City Council

Theresa Kail-Smith- District 2
Anthony Coghill-District 4

Allegheny County *(continued)*

City Council *(continued)*

Daniel Lavelle-District 6
Erika Strassburger-District 8

Pittsburgh School Board

Sylvia C. Wilson

County Sheriff

Kevin Kraus

County Council

Patrick Catena-Dist. 4
Bob Palmosina-Dist. 12

Court of Common Pleas

Bruce Beemer	Bill Caye
Jessel Costa	Elliot Howsie
Dan Konieczka	Sabrina Korbel
Albert Veverka	Zeke Rediker

District Magistrates

Richard Opiela	Anthony Deluca
Roxanne Eichler	Ralph Kaiser
Ronald Arnoni	Anthony Ceoffe
Craig Stevens	James Motznik
Derwin Rushing	Scott Schricker
Tom Swan	Thomas Miller
Armand Martin	Kevin Cooper
David Barton	Hilary Taylor
Jen Evashavik	Mark Scorpion
Maureen McGraw-Desmet	

Grey Matters RAY BUNTING

The New Tomorrow



The biggest consistency is change. I have seen a lot of change throughout my lifetime. Social Security was new when I was young and at the time life expectancy was shorter than today. This is a problem for the Government because they must pay out more than they expected. When Social Security started the money to debt ratio was positive, money was flowing into the Government and they “borrowed” it for any purpose they wanted. Now with more older people collecting and less young people paying the system is less viable. We who are collecting are a target!

The peak of American prosperity was after World War II and the GI bill that gave a gateway to becoming middle class. Many Americans became educated, and unions grew, many Americans were represented by unions and Americans prospered. Company paid pensions were a part of employee compensation. This goes back to Roosevelt era and the wage price freeze. In order to attract needed workers the employer had to offer better benefits like pensions and health plans. This gradually began to change.

Health care became way more expensive because health insurance was a deep pocket that drug companies, hospitals and doctors could charge more and more for services. This is the law of unintended consequences. In the past a doctor's visit was two dollars, now in some cases it is a fifteen-dollar co-pay and then they send you to a specialist. I have five specialists to go to and I am healthy! To renew a prescription for instance you have to visit the doctor, pay a co-pay, and then go to the drug store and pay more.

Similar to health care, pensions have become more expensive. Inflation and longer life span have brought pensions to a point that employers try to eliminate them altogether. Repressing unions or trying to eliminate them are a part of employer's plan. Going bankrupt and reducing or eliminating pensions work well for the employer. Retirement plans like 401k's and annuities funded by workers are alternative to providing a pension. The advantage to worker funded plans is it is your money, but you should know about the fund it is in. Some plans are more secure than other plans.

Other changes that have been bad for workers include less union membership, “dark money” from donors to politicians, and wage repression. If you do not have a union, you probably are working for a lower wage. If a politician gets a generous donation from an unknown donor that politician represents an unknown donor and not you. We need unions now more than ever to protect our wages, benefits, and retirement benefits.

Retirement security can be achieved by ending income tax on Social Security benefits, eliminating the cap on Social Security contributions, ending government “borrowing” and repaying all past “loans” from Social Security. That would solve a lot of the problem with Social Security.

Unions are proactive in trying to maintain our benefits and pensions. The PRO act has been passed by the House of Representatives and protects a worker's right to join a union. The CWA has been organizing a diverse population that make us bigger and more secure. If we are on strike with one company the other companies can provide help during bargaining.

Definitely a good move. Bigger is better.

In the news Amazon employees are trying to form a union. The lies that are told about union membership is outrageous and similar to the lies about raising the minimum wage. If the minimum wage was raised by the Federal Government, it would be good for everyone! The employees would be paying more taxes, this would help the Government with the deficit. People would have more money, good for businesses. In States where the minimum wage has been raised none of the bad things predicted have happened!

With all the changes we have seen we can still feel positive. Unions are working for us and we all support them! New laws are being proposed in Congress and if they get passed it will be good for workers. The big one that has been mentioned is rescinding the tax break on the rich and that is a good idea but difficult to pass. The wealthy do good at protecting themselves!

***Yours fraternally,
Ray Bunting
President RMC 13021***

WOMEN'S COMMITTEE

Marisa MacCrory, Moderator

Jaime Schools (Unit 11 President)

Jaytricia Tremel (Unit 111 President)

Dana Bialek (Unit 54 VP)

Orland Jones (Unit 14 President)

CWALOCAL13000NEWS



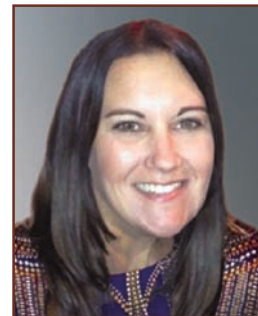
Women's View

Jaime Schools

My career with Verizon began as a summer hire in New Jersey and after graduating from York College of Pennsylvania in 2000, I was hired full time. In 2011, I transferred to the Levittown DRC as a Maintenance Administrator and in January 2015, I was appointed Unit 25 Branch 4 representative. One year later, the office moved to 9th and Race where I was fortunate to be able to continue to serve as a branch representative in Unit 11. In 2017, I was elected Unit 11 President and was honored to be re-elected in 2020. I currently represent various call center and technician titles in Center City, Philadelphia.

My time as a union official has led me to discover a true passion for representing the membership. This has led me to pursue an education in Labor and in December 2020 I received a Master's Degree from Penn State University in Labor and Employment Relations. In addition to being a member of the CWA Local 13000 Women's Committee, I previously served on the Local 13000 Membership Awareness Committee and am a member of the Coalition of Labor Union Women.

I firmly believe that to be a good leader and role model you must set a good example. This is an approach that I take not only in my position as Unit President but also as a mother to my two teenage sons. I believe honesty, accountability and hard work will take you far in life and these are ideals that I try to instill in my children and practice daily in my time as a union official.



The Local Buzz The Local Buzz The Local Buzz



*Report of Executive
Vice President,
Jeff Reamer*

VERIZON

Talks between the Union and Company in late March have resulted in the extension of the COVID-19 Home Garaging agreement that was set to expire on March 31, 2021. Home garaging has now been extended through April 30, 2021. This extension now aligns with the April 30, 2021 expiration of the COVID-19 Work From Home Agreement. Discussions with the Company will occur on both agreements when the deadlines get closer.

In light of recent legislation passed regarding relief connected to flexible spending accounts as a result of the COVID-19 pandemic, grace periods have been extended for both our Health Care (HCSA) and Dependent Care (DCSA) spending accounts.

The March 15, 2021 deadlines to use any remaining balance in your 2020 spending accounts will now be extended through December 31, 2021. In addition, any remaining balance in your 2021 spending accounts can now be utilized through December 31, 2022. ■

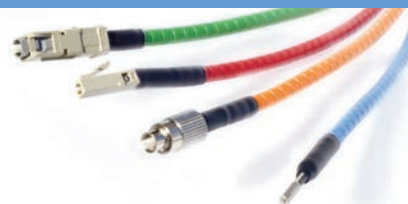
AT&T MOBILITY

In late February, notice was received by the Company announcing a total of 95 store closures across the entire Orange Contract. The impact of that notice to our membership

here in Local 13000 is a total of 35 stores slotted to close in the April and May timeframe across Pennsylvania. This announcement also brings with it the onset of the procedures outlined in the contract as well as the recently negotiated Employment Security Agreement that is now triggered due to store closures. Currently, the Company is offering openings in surrounding stores by seniority to those RSC's affected. Thus far thankfully, it seems a majority of our membership have been cared for in this Step. The next step would be surplus notifications being sent to anyone who has not been cared for in the initial Step. The triggering of the Employment Security Agreement would come next. The agreement ensures that all those who are surplus would be offered a guaranteed job by seniority and have priority placement into any open positions as an RSC regardless of mileage. In the event surplus employees remain after the priority placement step and no qualified positions are available those affected employees will be offered a work from home customer service position. In any event, all affected employees regardless of seniority will have the ability to decide to leave the service of the Company if they so choose with the negotiated contractual severance payment based on their years of service. As of the date this article was written, we have received no notices from the Company of actual surplus employees. Issues surrounding this process should be reported to elected Union officials in real time to be addressed. ■

COMCAST

Bargaining continues with Comcast for both our Unit 119 Alle-Kiski and Unit 115 South Hills members. After a brief pause due to the Company's lead negotiator being replaced and his replacement being brought up to speed, meetings are now continuing. Despite the lack of official bargaining over the last month, off



The Local Buzz The Local Buzz The Local Buzz

table talks with the Company's new negotiator have been ongoing in attempts to escalate potential resolutions to various open issues. With the volume of open proposals and unresolved issues still on the table in both separate rounds of bargaining, this renewed availability of scheduled bargaining dates is crucial to our goal of reaching fair contracts for our membership. The Company's proposals on area jurisdiction and movement between bargaining units, along with various other retrogressive proposals they have submitted continue to be a main roadblock at both tables. Both of our bargaining teams remain committed to settle for nothing less than a fair contract for our membership, regardless of how many lead negotiator replacements on the Company side we must go through to get there. Members should continue to stay in close contact with Union officials regarding any actions that may be needed to escalated talks at the bargaining table. Bargaining updates will be relayed to the membership in real time. ■

WINDSTREAM

In February, negotiations began between the Company and the Union in attempts to reach an agreement that would bring construction work back into the jurisdiction of all four of our bargaining units in Local 13000. On February 23, 2021 four separate agreements were reached and signed covering each bargaining unit. These new agreements establish the creation of the Construction Technician classification, bringing both line work and fiber splicing into the fold of our bargaining units. The agreement establishes the wage scale of this new classification to be the same as our existing CST title in each of the contracts. In addition, it covers primary work to be performed, carves out specific loan language for in and out of bargaining unit travel, protections for our existing titles in terms of

emergency crossover, layoff protections and stand-by language. All other provisions of the existing contracts shall also apply to this new Construction Technician classification. While the initial rollout date is still undetermined, as the Company will need to purchase construction vehicles and equipment such as line trucks, diggers, etc., existing bargaining unit employees who meet the specific qualifications will be eligible to apply for these positions once available. Updates on the timeline progress of this new classification will be relayed to the membership as events unfold. ■

VERIZON SELECT SERVICES INC.

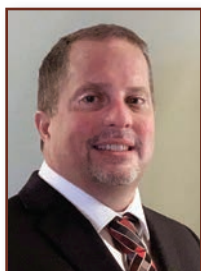
On March 16, 2021, the Union received official notice from the Company that due to the loss of the last remaining customer contract in the state, it has determined that there is no work for our remaining 8 members in Unit 22 covered by the VSSI contract. This surplus notification also outlines the layoff language in the contract and sets an off-payroll date of April 10, 2021 for these members. Talks are now ongoing between the Union and the Company in attempts to circumvent these layoffs and keep our members gainfully employed. Polling has taken place by the Union to find out which of our members affected are interested in continuing employment or leaving the service of the Company with the negotiated contractual severance. As of the date of this article there has been no official resolution to this issue. Updates on these talks and any potential resolution attained will be relayed to the membership in real time. ■



WESTERN REGION UNIT PRESIDENTS

Unit 31	Dan Long	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	James Stiffey	Unit 111	Jaytricia Tremel
Unit 43	Troy Scott	Unit 115	Mark Onofrey
Unit 44	David Hoskowitz	Unit 116	Justin Voelker
Unit 54	Scott Efferin	Unit 119	Jamie Fetterman
Unit 56	Justin Mealy		

Western Region



Spring has sprung. Hopefully, we are on the downward slope of the Covid-19 pandemic. I would like to urge everyone to get signed up to get the vaccination and help lower the spread of Covid-19 and let us all get back to our normal lives.

At Windstream we have come to an agreement to create some new jobs in the bargaining unit and increase our membership. Unit 103 will have between 12-20 positions becoming available with a minimum of two titles. These two new titles will include construction technician lineman and construction technician splicer. These titles will require you to have a CDL license, which the company will send you to be trained to obtain a CDL license. This agreement has been placed in all four of the Windstream contracts. These positions will be coming in the second half of the year.

Comcast bargaining is finally starting back up, again. The company's chief negotiator left to care for a newborn child, and the old negotiator Derick Bomar is taking over. Hopefully, this is a start to moving things forward with negotiations and getting every member a good contract. Please see your representatives to see what we can do to push this company to giving you the contract you deserve.

Consolidated Communications CLEC group's new contracts are out. If you have not received one, please see Vic Shaffer for your copy.

Verizon has finally started to get some training together for the OPT's and for the Splicers that were moved into those positions right before Covid-19 hit. The training is being done here in state locally by our own OPT's at the Cuddy garage location. The greatest thing about this is we are able to train our members with some

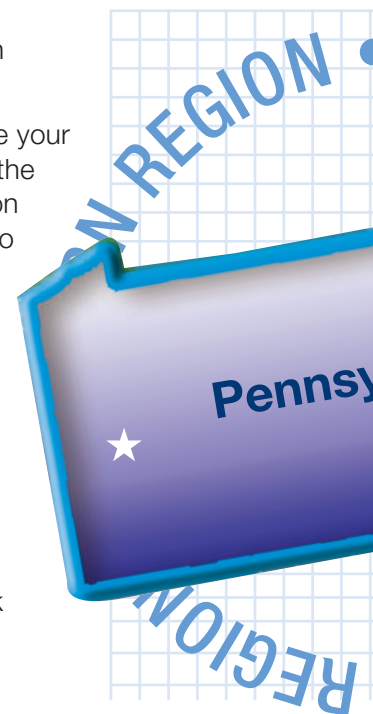
social distancing. Also, with the training centers in Virginia, they are mileage limited for travel, so this opens the opportunity to anyone in the state to have the ability to have a real training class. Per Doug Sullivan, VP of network and field operations, they are looking into putting together a school for the splicers also. Splicer training has been ongoing but unfortunately it has been done virtually. The training comes with a kit that has all fiber splicing material for you to do your training along with the instructor. Its not 100% of the training we are used to but again with Covid-19 we are limited. Verizon has also extended home garaging through the end of April.

Please everyone remember to use your company supplied PPE, when in the office or garages. We have kept on these companies to supply PPE to you, so use it to stay safe.

I would like to take a minute to congratulate Susan Marshall on her retirement. Susan has been supporting the CWA for the last 23 years as an administrative assistant. For any of you that have called the local office in that time more than likely spoke with Susan. I wish you the best of luck in your next endeavors.

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	Dave Gain
Unit 13	Charlie Butz	Unit 33	Craig Brasten
Unit 14	Orland Jones	Unit 34	Daisy Ellerbee
Unit 15	Chris Wackerman	Unit 37	Dave Baker
Unit 21	Joe Kincade	Unit 211	Wynnetta Ward
Unit 22	Joseph Peruggia		

CWALOCAL13000NEWS



Eastern Region



Around the Region

The company just permanently transferred 11 Services Technicians from five work centers to four adjacent or relatively close work centers in the Eastern Operating Area. This decision was based on information compiled from the capacity management group and provided to the Centeno organization. For anyone that is not aware, the capacity management group is a pseudo group of managers that are responsible for overtime, tours, and loans for the technicians. Unfortunately, since its inception in Pennsylvania it has failed miserably in my opinion.

The overtime tool is constantly getting fixed because of missed opportunities, tours are inflated and seldom justified; loans are practically done incorrectly every day. When the company loans in and out of the same locations or on undesirable tours, it causes a chain reaction to both work locations because of overtime and tours. Loans should be done to handle workload fluctuations in areas where they need help not to piggyback through multiple garages to try to get people closer to the work. This past year is the most puzzling because the home garaging has the technicians driving from their home to their first job not from the work center. So, unless a work center is buried with work there is no need to loan. The company addressed it not by reducing the loans, but rather to force transfer the 11 Services Technicians.

Since the home garaging agreements were put in place last year there has been little or no reason to permanently assign employees (under Article 18) to another location since, home garaging can pretty

much accomplish the shift in workload. Now, as a result of this recent permanent transfer of employees initiated by the company, the affected Services Technicians are still driving from their home to their first job of the day (wherever that may be) regardless of their work group. These transferred employees are not the only ones being affected, because these loans are still occurring every day. In some cases, these loans are into the work centers previously vacated by the recent force transfer. Forced overtime has occurred, other locations have technicians sitting idle for lack of work. Furthermore, any potential chance for Services Technicians to explore opportunities into different titles may be stymied based on these transfers.

The Eastern Region Office as well as the Unit Presidents that have members involved have had discussions with the company asking them to reconsider this terrible decision, only to have them respond with the move had to be done. The move is insignificant while home garaging is ongoing because loans have not disappeared, there is no cost savings, no reduced windshield time for the technicians, since they are driving from their home to their first job regardless of what work center they are assigned to or loaned to. Productivity is not increased, nor is there any sort of savings associated, in fact the company has to pay 11 employees' meals for 30 calendar days as a result of the force.

Grievances have been filed on a regional level, as well in the workplace by the employees. We will continue to make arguments against this decision and well as any future ones. It is my opinion that the company would be more productive by listening to their employees since they are in the workplace. So keep in mind the next time that management wants you to participate in a appreciation meeting, fireside chat, or a pulse survey to hear your thoughts, only to do nothing about it.

In Unity,

Richard R. Dezzi
Eastern Region Vice President

NettWorth Financial Group

DONNA CASTLEBERRY SCHOLARSHIP FUND

Each year, NettWorth Financial Group awards thousands of dollars in college scholarships to children of America's union members.



For more information, visit nettworth.net or call 1-888-224-5021.





Marisa MacCrory
Secretary-Treasurer



Communication Workers of America-Local 13000

Statement of Assets, Liabilities & Net Assets

as of December 31, 2020

ASSETS

General Fund

Cash- payroll

Cash- operating sweep accounts	723,665
Cash-Member Relief & Defense	973
Total Cash	724,638

Investments:

U.S. Government and Securities	681,938
Common Stock	2,934,708
Haverford Corp Obligations	1,898,493
Mutual Funds	197,250
Haverford CD	170,000
Haverford-Money Market	7,655
Haverford Fed Prime MM	109,117
Investment Accrued Income	
Investment- Uninvested cash	0
Total Investments	5,999,161

Property & Equipment

Western Region Building, Land & Improvements	289,059
Philadelphia Building, Land & Improvements	2,762,377
Furniture and Equipment	158,311
Computer Equipment	37,018
Less Accumulated Depreciation	(2,092,036)
Total Property & Equipment	1,154,729

Other Assets

Pittsburgh Inventory	27,310
Philadelphia Inventory	27,287
Total Assets	54,597

Total Assets

7,933,125

LIABILITIES AND NET ASSETS

Payroll Withholding	40,460
Net Assets- at the end of quarter	7,892,665

Total Liabilities, Net Assets & Income-Expenses net

7,933,125

Statement of Revenue, Expenses & changes in Net Assets

as of December 31, 2020

Revenues:

Dues	\$ 650,824
Dues- other employees	1,853
Dues- staff	283
Dues refund Income	(3,767)
Interest Income	17,517
Dividend Income	12,036
Unrealized Gains & Losses	346,944
Sale of Prom. Inventory	496
Reimburse wages- Organizing	36,274
Reimburse wages- Bargaining	2,658
Reimburse wages- Mobilizing	1,876
Reimburse Office Exp & Supplies	73
Reimburse Postage & Delivery	2,707
Reimburse Mailing Expense	511
Reimburse Wages- Eastern Region	1,774
Reimburse Convention Expense	15,000
Reimburse American Express Bill	151
All Fines Income	95
1st Floor Rental Income	20,121
Investment Fees	(16,484)
Miscellaneous Income	17
TOTAL REVENUES	1,090,959

Expenses Paid

Salaries:

Executive President, Vice President & Treasurer	89,423
Eastern Region Vice President Salary	27,273
Western Region Vice President Salary	27,698
Eastern Region Salary	33,844
Western Region Salary	35,800
Executive Board Committees Salary	7,143
Unit Business Salary Eastern Region	22,111
Unit Business Salary Western Region	9,689
Eastern Region Staff Salary	31,194
Western Region Staff Salary	33,183
Executive Board Staff Salary	47,566
Education Salary	4,473
Organizing Salary	23,363
Mobilization Salary	2,091
Bargaining Salary	6,480
Eastern Region Convention Salary	6,314
Western Region Convention Salary	7,747

(continued on page 12)

Communication Workers of America-Local 13000

Statement of Revenue, Expenses & Changes in Net Assets

(continued)

as of December 31, 2020

Regional Allowances & Reimbursements

Eastern Region Allowance	664
Western Region Allowance	242
Local Business Allowance	561
Unit Business Allowance-Eastern	940
Unit Business Allowance-Western	2,062
Eastern Region Reimburse Expense	1,009
Western Region Reimburse Expense	86
Local Business Reimburse Expense	542
Unit Business Reimburse-Eastern	1,658
Unit Business Reimburse-Western	636

Convention Allowances & Reimbursements

Eastern Region Convention Allowances	50
Convention Miscellaneous Expense	(289)

Education Allowances & Reimbursements

Education Allowance	96
Education Miscellaneous Expense	272

Organizing Allowances & Reimbursements

Organizing Reimburse Expense	161
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Mobilization Allowances & Reimbursements

Mobilization Allowances	48
Mobilization Reimburse Expense	252
Mobilization Misc Expense	68

Bargaining Allowances & Reimbursements

Bargaining Allowance	240
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Subscription & Membership

Subscription Eastern Region	127
Subscription Exective Board	167
Membership Eastern Region	1,023
Membership Western Region	1,011

Meeting Hall Rental

Eastern Region	375
Executive Board	60

Statement of Revenue, Expenses & Changes in Net Assets

(continued)

as of December 31, 2020

Travel, Hotels & Restaurant

Eastern Region	1,278
Western Region	109
Executive Board	2,414
Bargaining	430
Convention	140
Organizing	540

Telephone:

Eastern Region	3,355
Western Region	3,320
Executive Board	3,194

Utilities:

Philadelphia-Utilities	3,510
Western Region-Utilities	1,049
Water & Sewer-Philadelphia	706
Water & Sewer- West	403

Building Maintenance:

Philadelphia Building Maintenance	33,969
Western Region Building Maintenance	1,146
Protection-3rd floor	2,967
Protection-Eastern Region	2,967
Sanitation-Western Region	2,686

Printing & Typing

Board	3,681
Eastern Region	336
CWA 13000News	2,354

Office Supplies

Board	2,088
Eastern Region	2,233
Western Region	1,284

Postage & Delivery

Board	1,647
Eastern Region	1,517
Western Region	3,734

(continued on page 13)



Communication Workers of America-Local 13000

Statement of Revenue, Expenses & Changes in Net Assets

(continued)

as of December 31, 2020

Equip Leasing & Services

Equipment Leasing- Board	4,067
Equipment Leasing-Eastern Region	4,067
Equipment Leasing-Western Region	3,792

Real Estate Tax

Philadelphia	39,129
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Professional Fees

Legal	9,032
Accounting	15,000

Contribution

Board	774
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Other

Sympathy-Board	221
Service Charge	699

Statement of Revenue, Expenses & Changes in Net Assets

(concluded)

as of December 31, 2020

Bonds & Insurance	1,509
Cost of Goods Sold	410
Unemployment & SS Taxes	34,197
Employee Benefits	21,610
Payroll Savings-Employer	11,423
Payroll processing fees	11,053
Misc. Expense	67
Computer Work-Western Region	1,457
Computer system	10,317

Depreciation of furniture & equipment

Total Expenses Paid	679,334
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Change in Net Assets	411,625
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Net Assets-Unrestricted at beginning of period	(7,481,040)
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Net Assets Unrestricted at end of period	7,892,665
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Operating Account

as of 12/31/20

	Shares	Unit Cost	Total Cost	Current Mkt Value
Certificates of Deposit				
Haverford Trust CD .25% 02/19/2021	\$ 60,000.00	1	\$ 60,000.00	\$ 60,000.00
Haverford Trust CD .25% 02/11/2021	\$ 60,000.00	1	\$ 60,000.00	\$ 60,000.00
Haverford Trust CD .25% 02/08/2021	\$ 50,000.00	1	\$ 50,000.00	\$ 50,000.00
Certificates of Deposit Total	\$ 170,000.00		\$ 170,000.00	\$ 170,000.00
Money Market				
Federated Govt Obligations (SS Fund 395)	\$ 7,655.38	1	\$ 7,655.38	\$ 7,655.38
Cash Equivalents Total	\$ 177,655.38		\$ 177,655.38	\$ 177,655.38
Asset Total	\$ 177,655.38		\$ 177,655.38	\$ 177,655.38

Communication Workers of America-Local 13000

Emergency Fund

as of 12/31/2020

	Shares	Unit Cost	Total Cost	Current Mkt Value
Money Market				
Federated Govt Obligations	\$ 109,116.95		\$ 109,116.95	\$ 109,116.95
Equity Domestic				
Air Prods & Chems Inc Com (APD)	277	\$ 156.63	\$ 43,386.29	\$ 75,681.94
Apple Inc Com (AAPL)	1,560	\$ 16.42	\$ 25,622.99	\$ 206,996.40
Baxter Intl Inc Com (BAX)	652	\$ 36.58	\$ 23,852.37	\$ 52,316.48
Becton Dickinson & Co Com (BDX)	407	\$ 137.42	\$ 55,930.86	\$ 101,839.54
Blackrock Inc (BLK)	163	\$ 152.66	\$ 24,883.92	\$ 117,611.02
CVS Health Corporation (CVS)	1,692	\$ 54.87	\$ 92,843.62	\$ 115,563.60
Coca Cola Co Com (KO)	916	\$ 21.41	\$ 19,611.56	\$ 50,233.44
Comcast Corp New - Cl. A (CMCSA)	2,260	\$ 27.75	\$ 62,716.42	\$ 118,424.00
Costco Whsl Corp New Com (COST)	165	\$ 302.27	\$ 49,875.33	\$ 62,168.70
Disney Walt Co Com Disney (DIS)	785	\$ 19.40	\$ 15,227.75	\$ 142,226.30
Dollar General Corp (DG)	630	\$ 140.46	\$ 88,487.20	\$ 132,489.00
Dupont De Nemours INC (DD)	1,257	\$ 52.59	\$ 66,104.08	\$ 89,385.27
Ecolab Inc (ECL)	275	\$ 189.96	\$ 52,239.08	\$ 59,499.00
Honeywell Intl Inc Com (HON)	330	\$ 134.95	\$ 44,534.04	\$ 70,191.00
JPMorgan Chase & Co Com (JPM)	883	\$ 40.62	\$ 35,863.89	\$ 112,202.81
Johnson & Johnson Com (JNJ)	707	\$ 62.28	\$ 44,032.32	\$ 111,267.66
Lowes Cos Inc Com (LOW)	1,000	\$ 72.69	\$ 72,688.45	\$ 160,510.00
Mastercard Inc Class A (MA)	594	\$ 75.41	\$ 44,793.95	\$ 212,022.36
Microsoft Corp Com (MSFT)	894	\$ 74.16	\$ 66,300.83	\$ 198,843.48
Oracle Corp Com (ORCL)	887	\$ 37.76	\$ 33,489.75	\$ 57,380.03
Pepsico Inc Com (PEP)	650	\$ 53.92	\$ 35,048.00	\$ 96,395.00
Raytheon Technologies Corp (RTX)	1,038	\$ 72.33	\$ 75,080.68	\$ 74,227.38
S&P Global Inc (SPGI)	239	\$ 187.63	\$ 44,843.93	\$ 78,566.47
Starbucks Corp (SBUX)	830	\$ 58.12	\$ 48,238.18	\$ 88,793.40
TJX Cos Inc New Com (TJX)	2,278	\$ 24.02	\$ 54,721.58	\$ 155,564.62
Unitedhealth Group Inc Com (UNH)	327	\$ 57.19	\$ 18,701.09	\$ 114,672.36
iShares S&P Midcap 400 Index (IJH)	408	\$ 144.24	\$ 58,851.92	\$ 93,770.64
iShares S&P Smallcap 600 Fnd (IJR)	1,126	\$ 55.44	\$ 62,423.19	\$ 103,479.40
SPDR S&P 500 ETF Trust (SPY)	213	\$ 204.44	\$ 43,546.78	\$ 79,636.44
Equity Domestic Total	23,443		\$ 1,403,940.05	\$ 3,131,957.74

Fixed Income

Corporate Bonds & Notes

3M Company 3.0% 8/7/25	100,000	\$ 99.12	\$ 99,117.00	\$ 110,898.40
Amazon.Com Inc 3.8% 12/5/24	85,000	\$ 101.24	\$ 86,051.03	\$ 95,442.34
American Express Co 2.65%B 12/2/22	75,000	\$ 100.78	\$ 75,581.50	\$ 78,272.33
Apple Inc 2.40% 5/3/23	75,000	\$ 93.75	\$ 70,308.85	\$ 78,633.00

(continued on page 15)



Communication Workers of America-Local 13000

Emergency Fund *(concluded)*

as of 12/31/2020

	Shares	Unit Cost	Total Cost	Current Mkt Value
Bank of America Corp 4.125% 01/22/24	85,000	\$ 103.13	\$ 87,662.74	\$ 94,341.08
Berkshire Hathaway 3.50% 2/1/25	50,000	\$ 102.50	\$ 51,248.71	\$ 54,985.00
Berkshire Hathaway Finance Corp 1.45% 10/15/2030	70,000	\$ 99.80	\$ 69,857.20	\$ 70,840.56
Blackrock Inc 3.375% 6/1/22	85,000	\$ 101.01	\$ 85,857.42	\$ 88,669.03
CVS Health Corp 3.35% 3/9/21	90,000	\$ 99.84	\$ 89,851.97	\$ 90,449.55
Caterpillar Finl SE 2.85% 6/1/22	75,000	\$ 100.70	\$ 75,525.18	\$ 77,789.03
Chevron Corp 2.566% 5/16/23	95,000	\$ 99.76	\$ 94,773.02	\$ 99,625.84
Comcast Corp 3.375% 8/15/25	85,000	\$ 100.76	\$ 85,643.24	\$ 94,475.21
General Electric Cap Corp 3.10% 1/9/23	50,000	\$ 100.22	\$ 50,107.95	\$ 52,532.50
General Electric Cap Corp 3.10% 1/9/23	60,000	\$ 102.98	\$ 61,787.71	\$ 66,285.72
Home Depot Inc 4.40% 4/1/21	100,000	\$ 100.56	\$ 100,564.39	\$ 99,997.20
McDonalds Corp 3.625% 5/20/21	100,000	\$ 100.44	\$ 100,442.08	\$ 101,306.40
PNC Financial Services 3.45% 4/23/29	100,000	\$ 104.22	\$ 104,219.60	\$ 115,319.40
Pepsico Inc 2.75% 4/30/25	85,000	\$ 97.90	\$ 83,217.10	\$ 92,330.57
Wells Fargo & Co 3.30% 9/9/24	65,000	\$ 100.97	\$ 65,628.24	\$ 71,216.08
Corporate Bonds & Notes Total	1,530,000		\$ 1,537,444.93	\$ 1,633,409.24

Fixed Income

Municipal Bonds & Notes

Radnor PA 1.729% 11/01/28	\$ 50,000.00	\$ 100.00	\$ 50,000.00	\$ 51,718.50
Virginia College 1.635% 02/01/29	\$ 100,000.00	\$ 101.75	\$ 101,746.00	\$ 99,534.00
California St 3.05% 04/01/29	\$ 100,000.00	\$ 104.43	\$ 104,427.53	\$ 113,831.00

U.S. Treasury Bonds & Notes

US Treasury N/B 1.625% 2/15/26	300,000	\$ 99.54	\$ 298,629.41	\$ 319,031.40
US Treasury Note 1.50% 02/15/30	175,000	\$ 107.76	\$ 188,574.09	\$ 185,062.50
US Treasury Note 2.00% 11/15/21	175,000	\$ 99.65	\$ 174,391.66	\$ 177,843.75
U.S. Treasury Bonds & Notes Total	650,000		\$ 661,595.16	\$ 681,937.65

Fixed Income Total	2,430,000.00		2,455,213.62	2,580,430.39
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WORKERS MEMORIAL DAY

