



July/August Volume 80, Issue 4 2020

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

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Message from the President

We are just over 5 months into the COVID-19 Pandemic and operating here in Pennsylvania under an ever-changing norm. Throughout this time, we have seen our shares of ups and downs with infection rates skyrocketing in Eastern PA at the onset and the Western part of PA remaining relatively low. Now we have seen those numbers in the West and various other counties throughout PA skyrocket as well infecting over 121,000 of our families, friends, and neighbors. Early on many people did not have much concern for this virus because they did not know anyone who had gotten sick or went into the hospital due to COVID-19. As you have seen in our last edition this virus hit home very early here in Local 13000 with the loss of our brothers Fred Salvatore and retiree Mike Egan Sr. We have had numerous building closures and quarantines across the Local due to exposure or positive test results. The Local offices have been working with the Units all across the state to make sure that when we become aware of these exposures that the membership has received some notification in order to take the proper precautions to ensure that they are safe.

At Verizon, the company has rolled out its return to office tool (RTO) for our members. This came about because of our recent extensions of the WAH (work at home) and Home Garaging agreements. We insisted the company establish safety protocols for the



membership that were working out in the field and establish protocols for our members who work in call centers and offices. These protocols are intended to ensure that our members are doing daily checks not only for their own safety but also for the safety of their co-workers around them. We ask that when you perform these survey's

you fill them out to best of your knowledge. We are still waiting for these protocols for our call centers and offices since there are many different factors involved in those environments.

Currently we have the WAH and Home Garaging agreements in place until September 30, 2020. As we approach that date, I am confident we will have further discussions with Verizon about extensions of these agreements. We will share that information with the membership immediately once those discussions are complete

Also, at Verizon there has been a change in Leadership in Operations whereas Doug Sullivan has taken over for Yolanda Stancil in that department. Over the years working with Ms. Stancil we have been able to accomplish several significant achievements in the outside plant environment. We have negotiated agreements to reclassify terms to regular full-time positions and currently do not have any term employees on the payroll

(continued on page 2)

Message from the President

(continued from page 1)

today. We have worked to increase the total number of OPT's on the payroll above the 504 requirement and we currently sit at 590 OPT's, including many that were reclassified from term positions as a result of an agreement signed in March of this year. Also, this year we negotiated an agreement to allow Local 13000 members to transfers to various plant titles to balance the workforce in areas where the company had an increased need in specific titles. Finally, the union worked with Ms. Stancil to resolve many of the stressful work environments our members were working under for several years prior to her arrival.

Since Doug Sullivan has taken over we have had numerous conversations and a meeting to discuss not only the issues we negotiated or resolved under his predecessor but also to continue the work of addressing ongoing member concerns that have recently occurred in 2020. There has been one that has been highlighted involving the elimination of hazard pay for our members working in the field and the dangers our members face every day as essential personnel. If anything changes on this front, we will update you as it happens. We continually discuss the safety aspects across the state and some of the steps that need to be taken to ensure our members and their family's safety. And last but not least we will continue to have discussions about the work being performed across the state and the outlook for future work for our members.

Your Local will continue to have these discussions across all employers to ensure that our members concerns are heard and to ensure that your safety is their #1 priority.

Enjoy the remainder of your summer as best you can and please STAY SAFE. ■

In Unity,



James J. Gardler
President CWA Local 13000

IN MEMORIAM

David E Bahus-Retiree (past Unit 116 President)

Unit 116, Branch 02

Deceased June 2, 2020

Glenn "Beamy" Beamesderfer-Retiree

Unit 32,

Deceased May 21, 2020

Gilbert Child IV-Retiree

Unit 32, Branch 08

Deceased May 01, 2020

Richard Hubrich-Retiree

Unit 33, Branch 01

Deceased June 06, 2020

Joseph James Lees-Retiree

Unit 32, Branch 07

Deceased May 17, 2020

William J. Moran-Retiree

Unit 32, Branch 07

Deceased February 10, 2020

Robert J. Tomas-Retiree

Unit 44, Branch 07

Deceased July 25, 2020



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CWA Local 13000 Executive Office
2124 Race Street, 3rd Floor
Philadelphia, PA 19103
215-564-6169
Volume 80, Issue 4



EXECUTIVE BOARD

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





CWA LOCAL 13000 NOTICE OF UNION ELECTIONS

Local President, Local Vice President, Local Secretary-Treasurer, Eastern Region Vice President, Western Region Vice President, Unit President, Unit Vice President, Unit Secretary, and Branch Representatives

Aspirant Forms and Nomination Petitions Available:
September 01, 2020

Aspirant Forms and Nomination Petitions Returned: Noon,
September 23, 2020

Ballots Mailed Out: October 07, 2020

Ballots Counted: 9:00 A.M., October 28, 2020

To be eligible, candidates for Local Office must have three years membership in good standing; candidates for Unit Office must have two years membership in good standing; and candidates for Branch Representative must have one-year membership in good standing.

The offices of Local President, Local Vice President, and Local Secretary-Treasurer shall be elected by the entire membership of the Local. Regional Vice Presidents shall be elected by the entire membership of the Region. Nomination for these offices shall be by petition signed by at least five percent of the membership of the voting section for each office. Nomination petitions are obtainable from the Election Committee.

The offices of Unit President, Unit Vice President, and Unit Secretary shall be elected by the entire membership of the Unit. Branch Representatives shall be elected by the entire membership of the Branch. Nomination for these offices shall be by aspirant notice signed by the candidate. Aspirant notices are obtainable from the Election Committee.

Regional Delegates to the National Convention; and Additional Delegates to the Local 13000 Convention

Delegate Aspirant Forms and Nomination Petitions Available:
November 09, 2020

Delegate Aspirant Forms and Nomination Petitions Due Back,
December 02, 2020

Ballots Mailed Out: December 16, 2020

Ballots Counted: 9:00 A.M., January 07, 2021

To be eligible for Regional Delegate to the National Convention, candidates must have two years membership in good standing.

To be eligible for Additional Delegate to the Local Convention, candidates must be a Branch Rep with 1 year in good standing.

Regional delegates to the National Convention shall be elected by the entire membership of the region. Nominations for this office shall be by petition by at least five percent of the membership of the region. Additional Delegates to the Local Convention shall be elected by the entire membership of the Unit.

Nomination petitions and aspirant forms are available from the Election Committee.

ELECTION COMMITTEE

EASTERN REGION:

CWA Local 13000
2124 Race Street, 2nd Floor
Philadelphia, PA 19103
215/561-1321
215/564-4343 (Fax)
Joe Coghlan, Jr., Chair
Steve Jupin, Member
Chris Varacalli, Member

WESTERN REGION:

CWA Local 13000
315 Third Avenue
Carnegie, PA 15106
412/429-9292
412/429-0493 (Fax)
Jeffrey Ford, Member
Dave Lewandowski, Member

EXECUTIVE OFFICE:

CWA Local 13000
2124 Race Street, 3rd Floor
Philadelphia, PA 19103
215/564-6169
215/564-2520 (Fax)
Joe Coghlan, Jr., Chair

Nomination petitions and aspirant forms are available from the Election Committee. Candidates may call or write for nomination petitions or aspirant forms. Candidates will receive them by mail

No pickup of nomination petitions or aspirant forms will be allowed.

Nomination petitions and aspirant forms must be returned to the Election Committee by U.S. Mail or any other nationally recognized mail carrier. ex. UPS (certified receipt is recommended) – NO FAXES

Database printout of 8-31-2020 will be considered the official membership checklist for this election.

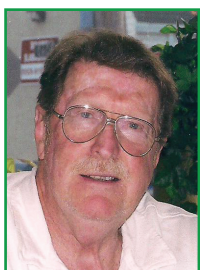
Ballots and return envelopes will be provided by First Class U.S. Mail.

All ballots must be received in the Post Office Box by 9:00 A.M. on 10-28-2020 to be included in the count.

No walk-in ballots will be allowed.

Grey Matters RAY BUNTING

WE ALL COUNT!



A lot of history is happening and all of it will affect us. Voter repression is still a reality and has been a weapon of the conservative right and cooperate interests. The extremely wealthy want more wealth and control of everyone that is not as wealthy. This includes everyone one from poor to middle class. Besides voter repression any technique that can promote division among all the "working class" is used. Sexism, females still make less than males in some industries for doing the same job, more profit! Racism accomplishes the same thing and both use repression as a tool to make more profit.

Unions support better wages and benefits and truly "represent" workers more than any other organizations. As Americans we must be united in our objective and have it clearly defined! The latest protests are asking for fair treatment and respect. Unions support that objective!

A lot of progress has been made to improve workers living standards, but it is now under attack! Price gouging by drug companies in a pandemic. We pay more for the same drugs than any other country in the world. Without a good healthcare plan, you and I could be bankrupt in a week.

Worker wage suppression is another tactic used by corporate America. The sixth largest chicken processing plant in America has about 1400 workers making \$13.00/hour and during the Covid emergency had a temporary \$1.00/hour increase. The Government regulations had required workers to process 140 chickens an hour and now the regulations have been relaxed so the workers must process 170 chickens an hour, WOW. Glad I don't work in that factory! Lots of worker protective regulations have been relaxed to improve corporate profit.

Not to leave a stone unturned another attack on Social Security is in the works! The wealthy have a huge tax cut snuck into the Covid-19 relief act passed in March. The tax break has been dubbed the "Millionaires Giveaway", an egregious tax hand out to the rich that this year alone gives 43,000 wealthy business owners tax cuts averaging \$1.6 million. Down the road Social Security will be underfunded.

How can we protect both Social Security and Medicare, so we still have these benefits and hopefully improve them? Vote for people that support workers and not wealthy donors! Because of demographic and economic factors, including higher retirement rates and lower birth rates, there will be fewer workers per beneficiary over the long term, worsening the strain on the trust funds that support Social Security and Medicare.

Some of the solutions to keep the funds solvent include raising the tax, raising the ceiling on wages currently subject to Social Security payroll taxes (\$137,700 in 2020), raising the retirement age beyond the current 67 (for anyone born in 1960 or later), reducing future benefits by about 19%, changing the benefit formula and calculating the annual cost-of-living adjustment for benefits differently. The change that would affect the wealthy would be raising the ceiling.

We must elect people that want to help the worker! All the things that have been happening have been to the detriment of workers, all workers! We must unite and join together. Lies and propaganda that separate us must be recognized and not believed. People like John Lewis spoke for all of us and he worked to improve conditions for all of us! If any other group can be cheated or diminished, you or I can be next. We all must cross the bridge and eliminate hate! Move toward cooperation and friendship; unite and be strong, together we can win. Voting by mail may make voter fraud and repression more difficult. If you fill out a form there is a record of your vote, harder to change than a computer entry. Stay strong, stay well and vote smart! ■

Fraternally,

Raymond Bunting
President RMC13021



CALL ON CONGRESS TO PASS THE “HEROES ACT”

For the past several months we’ve worked with many of you to call on the US Senate to pass the HEROES Act as an essential next step in aiding economic recovery from COVID19. This week, *Mitch McConnell and company packed up and left Washington without passing a stimulus or aid package of any kind* and won’t be back until after Labor Day. Meanwhile Donald Trump’s executive orders on unemployment, evictions, and payroll taxes do barely anything, and are likely unconstitutional. Candidly, the situation is not good for public services and public workers.

Estimated revenue losses for state and local governments are in the hundreds of billions dollars in the near term, with the presumption that this will result in massive budget cuts – including layoffs and furloughs. The stakes for many CWA members could not be higher.

Without significant federal action, we are in for a very challenging time. It’s absolutely urgent for us to mobilize to tell the US Senate that major aid money is needed for state and local governments, public services, and public employees. **Please take the time to make calls using our 1-877-775-9294 hotline, which will connect you directly to your Senator.**

SUPPORT OUR BROTHERS AND SISTERS IN AFA-CWA

The CARES Act provision that saved 950,000 aviation jobs in the immediate aftermath of COVID-19 – the Payroll Support Program (PSP) – is set to expire in October, even though the aviation industry’s crisis is far from over.

If the Senate does not take action soon, mass layoffs in the aviation industry are inevitable. The loss of the PSP will be devastating to all aviation workers, including passenger service agents, AFA-CWA members, their families, and our communities. Senators need to hear from all of us now. **Please take the time to make calls using our 1-877-775-9294 hotline, which will connect you directly to your Senator.**

The Local Buzz The Local Buzz The Local Buzz



*Report of Executive
Vice President,
Jeff Reamer*

VERIZON

On June 26, 2020 the Union and Company signed agreements to again extend the “Work from Home” and “Home Garaging” COVID-19 agreements through September 30, 2020. In that same timeframe the Company announced that it will “sunset” the Essential On-Site Bonus Pay and that the last payments would be made for all time worked through July 4, 2020. While the Union announced its disapproval of this announcement citing that our members are still putting themselves in harms way everyday and it should be continued, Verizon was unwilling to reinstate it on the basis that it was a Company-wide global decision. We must continue to put pressure on the Members of Congress specifically U.S. Senator Senator Toomey in Pa, to pass the “HEROES Act” that would hopefully care for this issue on a larger scale if passed. All members should be calling Senator Toomey’s office and let him know you want him to put essential workers above his political agenda and to support the HEROES act.

Also on the COVID-19 front, beginning on July 27th members working outside their homes will be required to use a new Return to Office tool(RTO) as well as adhere to specific safety guidelines. Members will be trained beginning July 20th on the use of the daily RTO tool as well as the safety guidelines in effect in all company buildings and work locations. While the Union did not negotiate the actual tool itself, the Union did demand that the Company ensure a safe work environment for our members that adheres to both the State and CDC guidelines as well as providing every member the appropriate safety PPE. As we see cases continuing to rise in specific areas of the State, it is imperative that we all ensure the safety of our fellow members and their families.

Don’t take shortcuts, Stay Safe! ■

AT&T MOBILITY

On the COVID-19 front at Mobility, aside from masks now being mandatory for both employees and customers, the Company announced that effective July 15th all employees will be required to complete a health assessment questionnaire at the start of each day. The survey is related to any possible symptoms of the virus. Those who do not pass the health assessment will be immediately sent home and given the option to use sick time, vacation, or non-paid time. The Union has been in discussion with Company management as these issues arise to ensure our members are being fairly treated in each instance.

On the Attendance plan front, the trial of the new “Your 24” attendance plan for RSC’s that was originally launched on June 1st and limited to specific areas across the Orange contract, has now been expanded. As part of that expansion, effective July 27th it now encompasses the entire state of Pennsylvania. Rather than the former attendance plan that utilized points per charged occurrence the new trial will utilize hours. For those who have existing points as of the start date will see those points converted into hours. Then future hours of absence accrued will drop off after 6 months rather than the prior plan that took 12 months to drop. Members out consecutive days will be charged the full hours for the first day and then half the hours for the remaining consecutive days. In a nutshell the new plan extends the grace time from 5 minutes to 10, occurrence expiration goes from 12 months to 6 months, and is considerably more lenient when it comes to discipline. In the old plan a member with 7 points would be on a final written warning and then terminated at 8 points. In the new plan those 7 points would be converted to 28 hours and the member would only be at the first step of discipline, a counseling notice. The final step of discipline for termination is now 38 hours. While this plan, on the surface, seems to be better and more flexible for our membership than the previous plan, members need to report any issues that arise to Union officials in real time to ensure they get addressed. ■



The Local Buzz The Local Buzz The Local Buzz

COMCAST

Presently 2 of our 3 Comcast units are in bargaining with the 3rd presently preparing for upcoming bargaining in the fall. First, our Corliss members in Unit 116 continue to bargain for well over a year since the original expiration of May 20, 2019 has come and gone. Talks at the table have shown progress and are now down to a few economic issues. The Union is now awaiting the Company's response to the economic proposals your bargaining team has placed on the table at the last session in an effort to come to a fair agreement. Second, Our Unit 119 members in Alle-Kiski began bargaining on June 17, 2020 for their contract that was originally set to expire back on May 21, 2020. Bargaining has continued into July and while we have seen some progress at the table, we are still far from a fair agreement. At the last round of bargaining sessions held in mid-July, talks centered around worker safety, training, and scheduling of time off. The Union also passed additional proposals on differentials, holidays and bereavement. We are now awaiting the Company's response to our proposals. In both cases above, our bargaining teams remain unified and are committed to settle for nothing less than fair agreements for our membership. Updates on both contract bargaining rounds will be relayed to the membership through Union officials as they occur. Third, bargaining preparations are now in progress for our Unit 115 members in South Hills whose contract is set to expire on November 6, 2020. Bargaining surveys are in the process of being prepared and will be mailed out to the membership in the month of August. While no official bargaining dates have yet to be secured, members should stay in contact with Union Officials to get status updates and upcoming mobilization activities. ■

CENTURYLINK

Initial bargaining preparations have begun for our Unit 101 members in Butler. Bargaining surveys are out in the mail now and are due back in August. Members are urged to fill them out and return them by the deadline to ensure your bargaining team can capture those key issues important to you when creating our bargaining agenda. Notice has also been sent to the Company of our intent to enter into

bargaining over a new contract. Bargaining dates have yet to be solidified with the Company but will be finalized closer to our upcoming contract expiration date of October 31, 2020. Members should stay in contact with Union officials for updates as we proceed forward in this process. ■

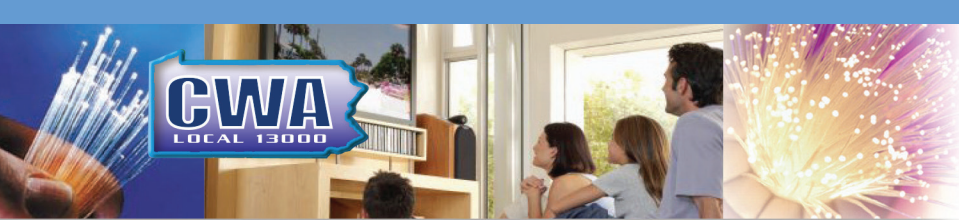
WINDSTREAM

The discussions between the Union and the Company that began in mid-May over the addition of a Business Systems Technician (BST) in the Brookville contract have been resolved with a signed agreement. The agreement, which not only adds the BST title in the Brookville CBA, it ensures the title will be filled with an existing bargaining unit employee, creates a separate vacation schedule, guarantees the off street hiring of an additional FST position in the concurrent timeframe to offset any void created from the successful candidate. The agreement also protects the existing Network PBX title work functions as exclusive to the bargaining unit. ■

CONSOLIDATED COMMUNICATIONS

In preparation for the upcoming bargaining for our Unit 104 ILEC contract set to expire on September 30, 2020, bargaining surveys have been sent out to the membership and were due back in July. Those surveys are being reviewed and used by your bargaining team to set the priorities of our bargaining agenda. The required notice has also been sent to the Company on June 29th of our intent to bargain over a new agreement. Bargaining is tentatively slotted to begin on August 26, 2020. Updates will be relayed to the membership as events unfold. ■

*Visit the Employers' Page
at cwalocal13000.org for
all bargaining updates.*



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	Justin Voelker
Unit 56	Justin Mealy	Unit 119	Jamie Fetterman

Western Region



The COVID-19 pandemic has started to hit our region and Local a little harder in the last few months. In our Western Region we have had about a dozen cases within the companies we represent. The spiking numbers in numerous counties is not a good sign

that this will end anytime soon. The University of Pittsburgh has moved on with trials for the vaccine that they have been working on, sounds promising but we all still need to use caution.

The PA Department of Health has expanded their states that it **recommends** that people quarantine from. Most companies are following the CDC and PA Department of Health guidelines. Please feel free to check the guidelines at <https://www.health.pa.gov/Pages/default.aspx>. Go to more COVID-19 information, then Travelers. This is where you can find the recommended states. This is a great resource to make sure companies are following the proper guidelines.

Even with all this, we are still bargaining contracts here in the Western Region. Comcast Corliss (Unit 116) is still ongoing. We are on the verge of getting this done but the company has been sitting on our last proposal for almost a month now. We have been pushing the company aggressively to get an answer. We will keep you updated when we get an answer. Your bargaining team is fighting to get you the best contract it can. Please make sure to contact your Representatives to see what you can do to help.

Comcast Alli-Kiski (Unit 119), negotiations have been in full effect. So far, we have passed 9 proposals across the table. Some of those include better language for inclement weather, Union orientation, and asset control. Other items include training, on-call/standby duty, holidays, and holiday pay, as well as leaves of absence. Your bargaining team has been going over all surveys to put together the proposals that **YOU** have asked for in this new contract.

Bargaining reports have been posted on your Unit's page along with the Local's and District's pages on Facebook. If you do not have access to Facebook, please reach out to your Representative for updated information.

Consolidated Communications (Unit 104) ILEC contract is set to expire on October 1, 2020. Bargaining surveys have been sent out and returned. The bargaining committee has put this information together and met for a membership meeting to discuss these items. The district has reached out to the company to get dates and as we get those, we will let you know.

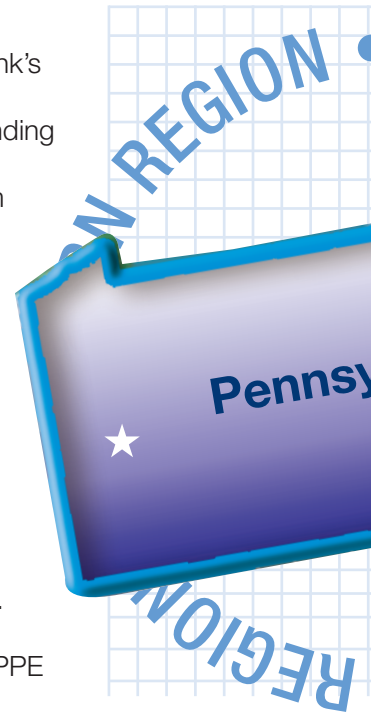
Also, this year we have Century Link's (Butler Unit 101) contract expiring November 1, 2020. We will be sending bargaining surveys out shortly and please make sure that you fill them out and mail them back into the Union office. We don't know what you want unless you tell us!

Comcast South Hills (Unit 115) is expiring November 11th, 2020. Your bargaining surveys will be coming out shortly and again remember to fill them out and mail them back into the Union office.

Everyone please be safe out there. The numbers have been going up and up. Please always wear your PPE at work! ■

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	Tom Schank, Jr
Unit 15	Chris Wackerman	Unit 37	Dave Baker
Unit 21	Joe Kincade, Jr.	Unit 211	Wynnetta Ward
Unit 22	Joe Peruggia		

CWALOCAL13000NEWS



Eastern Region



The Union has been able to secure Covid-19 agreements earlier this year and as of late June, most of those agreements have been extended. Everyone has been affected in both their personal and professional lives and even though every circumstance is not covered in the extended agreements, most have been addressed. Aside from the Governor's orders, CDC guidelines, Company HR policies we as employees must also recognize any unforeseen circumstance that may arise during the workday. In other words, if an issue occurs in the workplace that does not seem right, then you must make your Union Representative aware so that it can be addressed with the employer. The Covid-19 Pandemic has had an immense impact on everyone in the workplace. Before this year, we had work locations filled with employees, morning parking lot meetings, and membership meetings, where information was easily conveyed to each other. Now they have been replaced with Zoom meetings, WebEx conference calls, emails & texts, which are productive, but nothing is more effective than face to face contact.

The pandemic has nullified face to face meetings with the company for the time being, and although grievances through conference calls are not always the best option, I believe that the need to keep a members grievance current is, so that is why my office has been conducting second and third step grievances with both AT&T and Verizon via conference call. The truth is that no one can predict

how long we will be in this circumstance, therefore the need to move forward with grievances at all levels is something we must do to avoid any sort of grievance backlog.

The overall number of grievances filed in the Eastern Region have dropped off over the past six months, that does not mean that both AT&T and Verizon have not discharged some of their employees. There have been five employees discharged from AT&T and four from Verizon during the past six months. Additionally, there have been many disciplinary write-ups given to employees from AT&T and two lengthy suspensions in Verizon. The employer needs to give their employees a little more latitude during an unprecedented time. We must all remember that 2020 has been like no other year and many decisions involving someone's personal life affect their professional life and vice versa.

Finally, as I stated in my last article, Safety should always be of the utmost importance for both the Union and the Company. It is the Union's job to make sure that the Company complies with all safety practices and policies, but that can only occur if the member makes the Union aware of the issue. We as employees have been trained to recognize hazardous conditions and none of us should ever consider performing an unsafe action first and then file a grievance afterward. If it is unsafe based on your training, experience, and overall instinct then it is unsafe. Have a safe and healthy rest of the Summer! ■

In Unity,

Richard R. Dezzi
Eastern Region Vice President

2020 Vincent & Patricia Maisano Labor Scholarship Award Winner

Communications
Workers of America
AFL-CIO

230 South Broad Street, 19th Floor
Philadelphia, Pennsylvania 19102
(215) 546-5574 • Fax (215) 985-2102
Email: emooney@cwa-union.org

Edward F. Mooney
International Vice-President
District 2-13



July 17, 2020

Nicolas Robes
109 Philomena Drive
Moon, PA 15108

Dear Nicolas:

It is my extreme pleasure to announce that you are one of the recipients of the 2020 Vincent & Patricia Maisano Labor Scholarship Award.

A letter and the check for \$1,000.00 are being sent to your college or university and will be placed into your account to be used for books and/or tuition.

I want to wish you the very best success in your future studies.

Sincerely,



Edward F. Mooney, Chairman
Board of Trustees
Vincent & Patricia Maisano Labor Scholarship Fund

EFM:arm

Cc: V. Maisano
M. Davis
J. Gardler

Lisa Robe Unit 41 member and Robert Robes Unit 54 member son Nicholas Robes is starting his 3rd year at Penn State.





COVID setting Women Back Decades on Gender Equality

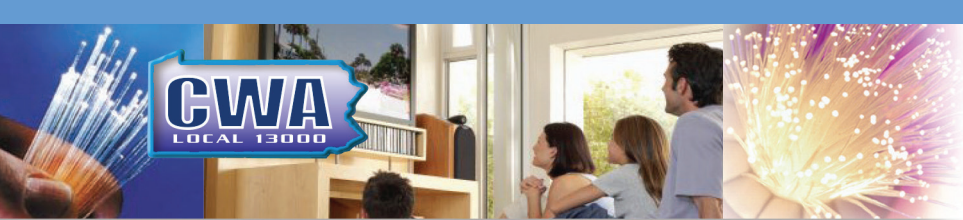
THE WORLD MAY NEVER BE the same after the COVID-19 crisis. Along with the devastating impact on individuals, families, communities and countries, the pandemic has also exposed gaping cracks in our social, political, and economic systems. The long-term impact COVID-19 could have on gender equality, is seldom talked about. Three gender equality issues the COVID-19 pandemic is likely to take progress even further off course are: girls' education, representation of leadership or government, laws in the workforce, and women's safety and gender-based Violence.

Girls' education is already being set back by the COVID-19 crisis, with over 188 countries implementing nationwide school closures that impact over 89% of the world's student population. Turning to online solutions will negatively impact access for girls, especially those with disabilities and in low income households. Globally, nearly 25% fewer women have access to the internet than men, and in Africa, women are 50% less likely to use the internet than men.

Next a key indicator of gender equality is whether women are represented in leadership positions in government and other powerful roles. We have already seen women less prominently featured as commentators and experts on COVID-19 than men. The White House was criticized because its Coronavirus Task Force was initially made up of all men. Research has shown that women tend to make up just 19% of experts featured in news stories.

Lastly, one of the hardest issues to track is women's safety and gender-based violence, because the data is difficult to collect and to compare, especially on a global scale. Anecdotal evidence points to a rise in domestic violence linked to COVID-19 lockdowns; patterns of increasing abuse are already being reported in countries including in Brazil, Germany, China and Greece. Women already facing violence and abuse will also have less access to the services and support and are more likely to be financially tied to abusive relationships.

If the COVID-19 crisis response is gender-blind, we risk setting back already sluggish progress on gender equality by a generation or more. We need business communities and governments to respond to the crisis in a way that not only considers girls and women but that also helps to transform unequal gender relations. In the immediate term, this means ensuring girls and women have equal voice and power in planning and executing crisis response, improving pay and working conditions for key workers and caregivers, expanding access to social protection and benefits including paid leave and immediate cash grants, and applying tough conditions to corporate bailouts to ensure worker benefits. ■



Marisa MacCrory
Secretary-Treasurer

LOCAL 13000 COMMUNICATIONS WORKERS OF AMERICA, AFL-CIO

Statement of Assets, Liabilities and Net Assets

as of June 30, 2020

ASSETS

General Fund

Cash – payroll	\$ —
Cash – operating sweep accounts	599,333
Cash – Member Relief & Defense	973
Total Cash	\$ 600,306

Investments

U.S. Government and Securities	\$ 500,207
Common Stock	2,408,380
Haverford Corp Obligations	1,791,599
Mutual Funds	149,445
Haverford CD	170,000
Haverford-Money Market	7,445
Haverford Fed Prime MM	390,884
Total Investments	\$ 5,417,960

Property & Equipment

Western Region Building, Land & Improvements	\$ 289,059
Philadelphia Building, Land & Improvements	2,690,695
Furniture and Equipment	158,311
Computer Equipment	37,018
Less Accumulated Depreciation	<u>\$ (2,020,994)</u>
Total Property & Equipment	\$ 1,154,089

Other Assets

Pittsburgh Inventory	\$ 26,354
Philadelphia Inventory	26,077
Total other Assets	\$ 52,431

Total Assets	<u>\$ 7,224,786</u>
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LIABILITIES AND NET ASSETS

Payroll Withholding	\$ 33,247
Net Assets - at the end of quarter	<u>7,191,539</u>

Total Liabilities, Net Assets & Income-Expenses net	<u>\$ 7,224,786</u>
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Statement of Revenue, Expenses and Changes in Net Assets

as of June 30, 2020

Revenues:

Dues	\$ 2,081,166
Dues- other employees	5,475
Dues- staff	283
Interest Income	54,157
Dividend Income	36,363
Gain & Loss on sales of securities	78,920
Unrealized Gains & Losses	114,971
Sale of Prom. Inventory	5,878
Reimburse Officer Expense	1,258
Reimburse wages- Arbitration	866
Reimburse Expenses- Arbitration	235
Reimburse wages- Organizing	41,220
Reimburse wages- Bargaining	6,099
Reimburse wages- Mobilizing	26,187
Reimburse wages- Education	2,147
Reimburse Expenses- Bargaining	874
Reimburse Expenses- Organizing	1,889
Reimburse Expenses- Mobilization	7,033
Reimburse Expense- Education	1,011
Reimburse Travel Hotel & Rest	852
Reimburse Office Exp & Supplies	132
Reimburse Postage & Delivery	1,091
Reimburse Wages- Western Region	33
Reimburse American Express Bill	1,531
Reimburse Utilities	284
All Fines Income	996
1st Floor Rental Income	53,655
Investment Fees	(44,967)
Payroll voided check income	(10)
Payroll tax refunds	84
Insurance Refund	<u>425</u>
Refund Payroll Fees	447
Miscellaneous Income	7,812
Discounts	<u>(31)</u>
TOTAL REVENUES	\$ 2,488,366



LOCAL 13000 COMMUNICATIONS WORKERS OF AMERICA, AFL-CIO

Statement of Revenue, Expenses and Change in Net Assets

(continued from page 12)

as of June 30, 2020

Expenses Paid

Salaries:

Executive President, Vice President & Treasurer	\$ 277,399
Eastern Region Vice President Salary	80,079
Western Region Vice President Salary	75,410
Eastern Region Salary	90,124
Western Region Salary	92,983
Executive Board Committees Salary	10,489
Unit Business Salary Eastern Region	49,679
Unit Business Salary Western Region	47,855
Eastern Region Staff Salary	92,364
Western Region Staff Salary	97,719
Executive Board Staff Salary	141,354
Education Salary	1,270
Organizing Salary	77,397
Mobilization Salary	26,190
Bargaining Salary	11,560

Regional Allowances & Reimbursements

Eastern Region Allowance	4,761
Western Region Allowance	6,195
Local Business Allowance	2,701
Unit Business Allowance-Eastern	2,579
Unit Business Allowance-Western	7,367
Eastern Region Reimburse Expense	6,630
Western Region Reimburse Expense	8,886
Local Business Reimburse Expense	3,996
Unit Business Reimburse-Eastern	7,777
Unit Business Reimburse-Western	6,759

Convention Allowances & Reimbursements

Convention Miscellaneous Expense	91
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Education Allowances & Reimbursements

Education Allowance	998
Education Reimburse Expense	983
Education Miscellaneous Expense	8,350

Organizing Allowances & Reimbursements

Organizing Allowance	389
Organizing Reimburse Expense	3,052

Mobilization Allowances & Reimbursements

Mobilization Allowances	63
Mobilization Reimburse Expense	7,809
Mobilization Misc Expense	305

Bargaining Allowances & Reimbursements

Bargaining Allowance	1,816
Bargaining Reimburse Expense	1,789

Subscription & Membership

Subscription Eastern Region	\$ 525
Subscription Western Region	7
Subscription Executive Board	4,252
Membership Eastern Region	10,736
Membership Western Region	5,148

Registration:

Executive Board	1,150
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Meeting Hall Rental

Eastern Region	945
Western Region	1,600

Travel, Hotels & Restaurant

Eastern Region	2,823
Western Region	6,108
Executive Board	34,261
Bargaining	4,218
Education	2,639
Organizing	1,357

Telephone:

Eastern Region	10,257
Western Region	10,566
Executive Board	11,027

Utilities:

Philadelphia-Utilities	14,773
Western Region-Utilities	3,427
Water & Sewer-Philadelphia	2,966
Water & Sewer- West	2,294
Philadelphia Building Maintenance	24,748
Western Region Building Maintenance	5,018
Protection-3rd floor	2,967
Protection-Eastern Region	2,967
Sanitation-Western Region	5,520

Printing & Typing

Board	4,792
CWA 13000News	11,770

Office Supplies

Board	4,980
Eastern Region	4,404
Western Region	6,927

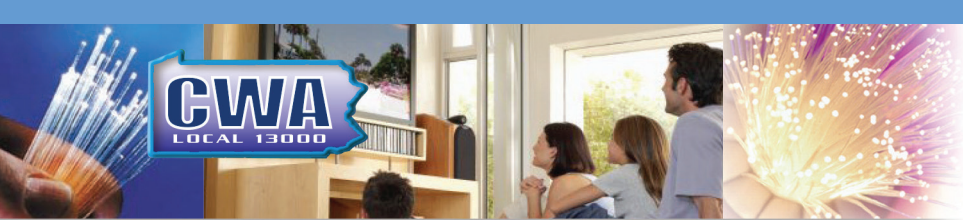
Office Expense

Board	8,364
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Postage & Delivery

Board	7,788
Eastern Region	4,069
Western Region	3,621

(continued on page 14)



LOCAL 13000 COMMUNICATIONS WORKERS OF AMERICA, AFL-CIO

Statement of Revenue, Expenses and Change in Net Assets

(continued from page 13)

as of June 30, 2020

Equipment Leasing & Services

Equipment Leasing- Board	\$ 12,504
Equipment Leasing-Eastern Region	12,774
Equipment Leasing-Western Region	11,919

Real Estate Tax

Philadelphia	38,737
Western Region	1,334

Professional Fees

Legal	30,340
Accounting	29,000
Money Management	9,800

Contribution

Board	4,609
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Sympathy-Board	\$ 1,262
Service Charge	2,561
Bonds & Insurance	35,879
Cost of Goods Sold	5,923
Unemployment & SS Taxes	94,331
Employee Benefits	60,664
Payroll Savings-Employer	30,037
Payroll processing fees	28,473
Pension Funding	110,137
Computer Work-Western Region	2,624
Computer system	7,184

Total Expenses Paid	2,014,274
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Change in Net Assets	474,092
Net Assets-Unrestricted at beginning of period	(6,717,447)
Net Assets Unrestricted at end of period	\$ 7,191,539

CWA Local 13000 Emergency Fund

as of June 30, 2020

	Shares	Unit Cost	Total Cost	Current Mkt Value
Money Market				
Federated Govt Obligations	\$ 390,884.09		\$ 390,884.09	\$ 390,884.09
Equity Domestic				
Air Prods & Chems Inc Com (APD)	277	\$ 156.63	\$43,386.29	\$66,884.42
Apple Inc Com (AAPL)	390	65.70	25,622.99	142,272.00
Baxter Intl Inc Com (BAX)	652	36.58	23,852.37	56,137.20
Becton Dickinson & Co Com (BDX)	407	137.42	55,930.86	97,382.89
Blackrock Inc (BLK)	163	152.66	24,883.92	88,686.67
CVS Health Corporation (CVS)	1,692	54.87	92,843.62	109,929.24
Coca Cola Co Com (KO)	916	21.41	19,611.56	40,926.88
Comcast Corp New - Cl. A (CMCSA)	2,260	27.75	62,716.42	88,094.80
Costco Whsl Corp New Com (COST)	165	302.27	49,875.33	50,029.65
Disney Walt Co Com Disney (DIS)	785	19.40	15,227.75	87,535.35
Dollar General Corp (DG)	630	140.46	88,487.20	120,021.30
Dupont De Nemours INC (DD)	1,257	52.59	66,104.08	66,784.41
Ecolab Inc (ECL)	275	189.96	52,239.08	54,711.25
Honeywell Intl Inc Com (HON)	330	134.95	44,534.04	47,714.70
JPMorgan Chase & Co Com (JPM)	883	40.62	35,863.89	83,054.98
Johnson & Johnson Com (JNJ)	707	62.28	44,032.32	99,425.41
Lowes Cos Inc Com (LOW)	1,000	72.69	72,688.45	135,120.00
Mastercard Inc Class A (MA)	594	75.41	44,793.95	175,645.80
Microsoft Corp Com (MSFT)	894	74.16	66,300.83	181,937.94
Oracle Corp Com (ORCL)	887	37.76	33,489.75	49,024.49
Pepsico Inc Com (PEP)	650	53.92	35,048.00	85,969.00
Raytheon Technologies Corp (RTX)	1,038	72.33	75,080.68	63,961.56
S&P Global Inc (SPGI)	239	187.63	44,843.93	78,745.72
Starbucks Corp (SBUX)	830	58.12	48,238.18	61,079.70
TJX Cos Inc New Com (TJX)	2,278	24.02	54,721.58	115,175.68
Unitedhealth Group Inc Com (UNH)	327	57.19	18,701.09	96,448.65
iShares S&P Midcap 400 Index (IJH)	408	144.24	58,851.92	72,550.56
iShares S&P Smallcap 600 Fnd (IJR)	1,126	55.44	62,423.19	76,894.54

(continued on page 15)



LOCAL 13000 COMMUNICATIONS WORKERS OF AMERICA, AFL-CIO

CWA Local 13000 Emergency Fund

(continued from page 14)

		as of June 30, 2020		
	Shares	Unit Cost	Total Cost	Current Mkt Value
SPDR S&P 500 ETF Trust (SPY)	213	\$ 204.44	\$ 43,546.78	\$ 65,680.68
Equity Domestic Total	22,273		\$ 1,403,940.05	\$ 2,557,825.47

Fixed Income

Corporate Bonds & Notes

3M Company 3.0% 8/7/25	100,000	\$ 99.12	\$ 99,117.00	\$ 110,485.80
AT&T Inc 3.00% 2/15/22	35,000	98.92	34,622.70	36,312.50
Amazon.Com Inc 3.8% 12/5/24	85,000	101.38	86,172.54	96,503.22
American Express Co 2.65%B 12/2/22	75,000	100.96	75,722.85	78,470.93
Apple Inc 2.40% 5/3/23	75,000	92.59	69,439.39	79,279.58
Bank of America Corp 4.125% 01/22/24	85,000	103.55	88,019.75	93,913.95
Berkshire Hathaway 3.50% 2/1/25	50,000	102.76	51,377.71	55,428.00
Blackrock Inc 3.375% 6/1/22	85,000	101.34	86,135.69	89,771.90
CVS Health Corp 3.35% 3/9/21	90,000	99.67	89,706.28	91,689.30
Caterpillar Finl SE 2.85% 6/1/22	75,000	100.93	75,696.15	78,182.18
Chevron Corp 2.566% 5/16/23	95,000	99.72	94,729.40	100,212.46
Comcast Corp 3.375% 8/15/25	85,000	100.83	85,702.15	94,669.94
General Electric Cap Corp 3.10% 1/9/23	50,000	100.26	50,128.61	52,265.55
Gilead Sciences Inc 3.5% 2/1/25	60,000	103.29	61,972.93	66,789.66
Home Depot Inc 4.40% 4/1/21	100,000	101.12	101,120.74	102,020.90
JPMorgan Chase & Co 2.55% 10/29/20	70,000	100.24	70,167.72	70,345.17
McDonalds Corp 3.625% 5/20/21	100,000	100.88	100,878.20	102,778.30
PNC Financial Services 3.45% 4/23/29	100,000	104.44	104,437.27	115,346.90
Pepsico Inc 2.75% 4/30/25	85,000	97.69	83,034.75	92,683.66
Wells Fargo & Co 3.30% 9/9/24	65,000	101.08	65,701.56	71,104.28
Corporate Bonds & Notes Total	1,565,000		\$ 1,573,883.39	\$ 1,678,254.18

Fixed Income

Municipal Bonds & Notes

California St 3.05% 4/1/29	100,000	\$ 104.66	\$ 104,660.34	\$ 113,345.00
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U.S. Treasury Bonds & Notes

US Treasury N/B 1.625% 2/15/26	300,000	\$ 99.50	\$ 298,511.16	\$ 320,859.30
US Treasury Note 2.00% 11/15/21	175,000	99.48	174,092.87	179,347.70
U.S. Treasury Bonds & Notes Total	475,000		472,604.03	500,207.00
Fixed Income Total	2,140,000		\$ 2,151,147.76	\$ 2,291,806.18

CWA Local 13000-Operating Account

Certificates of Deposit

Haverford Trust CD .25% 8/12/2020	\$ 50,000.00	1	\$ 50,000.00	\$ 50,000.00
Haverford Trust CD .25% 8/15/2020	60,000.00	1	60,000.00	60,000.00
Haverford Trust CD .25% 8/23/2020	60,000.00	1	60,000.00	60,000.00
Certificates of Deposit Total	\$ 170,000.00		\$ 170,000.00	\$ 170,000.00

Money Market

Federated Govt Obligations (SS Fund 395)	\$ 7,445.38	1	\$ 7,445.38	\$ 7,445.38
Cash Equivalents Total	177,445.38		177,445.38	177,445.38
Asset Total	\$ 177,445.38		\$ 177,445.38	\$ 177,445.39

