



• 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

The 2019 Primary Elections may not have the glitz and glamour that we expect to see in the 2020 Presidential elections but the outcome of many of these races will determine the legislative bodies that will make decision that affect all of us. The large number of candidates in these primary elections just goes to show the increased interest in being a part of these decision-making bodies.



Most all our endorsed candidates were successful in these primary elections and we will have to work hard for them in November to ensure that they are successful in the General Elections. Several CWA Representatives from across the state stepped up to assist in these primary elections and volunteered to participate in a program run out of our District 2-13 offices. Those elected CWA officials were:

- Unit 23 President Bill Scott
- Unit 41 President Justin Felt
- Unit 211 VP Bader Lilley
- Unit 211 Secretary Megan Bach
- Unit 211 Rep Bobelyn Bristol

Thank you all for your hard work and commitment toward making these primary elections a success. Our endorsed candidates that were successful in these primaries were vetted, interviewed and/or have shown in the past their commitment to Local 13000 and working men and women across the state. We selected these candidates based on what is best for the membership of CWA Local 13000 and we will

be pushing hard for their success in November. While many may not realize the importance of these elections, we all must keep in mind that the various legislative bodies across the country at the Federal, State and Local level all make decisions the impact our members, their families and potentially our collective bargaining agreements.

For example, the current Federal judge that is overseeing the Verizon Set Top Box arbitration decision in Federal Court was appointed by George H.W. Bush when he served as the 41st President from 1989-1993. That's a judge that has been serving on the bench for over 25 years. That's the power that comes along with these elected offices and the decisions that these appointed positions are tasked with deciding that affect our members. Stay tuned for additional information as we approach this November 5th, 2019 election date once we complete those endorsements.

Also included in this edition is a call for our membership to contact your members of Congress and let them know just how we feel about the "TAX SCAM" (see back page) that has provided billions in tax breaks to some of the largest corporations many of whom employ our members throughout the country. Please take the time to read the flyer and contact your Congress person to let them know that you are not happy about these corporations lining their pockets and the increasing the wage gap that exists between Executives and the employees who have built these companies into the behemoths that they are today.

(continued on page 2)

Message from the President

(continued from page 1)

On a more positive note one of our own was honored last month by Philadelphia City Council. Maurice German, an Outside Plant Technician from Unit 1, Branch 3 was honored by City Councilman Mark Squilla and the rest of Philadelphia City Council for his selflessness and compassion when he saved a local pet owners cat that was stuck on the top of a pole in the section of the city where Maurice works. His actions are just another example of the concern our membership has for the people we provide services to every day.

Coming up in July CWA delegates from across the country will participate in the 77th CWA National Convention to elect the Officers of this Union for the next 4 years. Our District Vice-President Ed Mooney will be running for re-election to once again lead District 2-13 for the next four years. As many of you know Ed is a member of Local 13000 and has represented members at just about every level within this Union, from branch representative all the way up to his current position, Ed's commitment to the Labor movement and to the members of this Union have been constant throughout his career. Whether it was a newspaper strike in Detroit, an organizing drive, a contract negotiation or a simple job action Ed has always stepped to the forefront of these fights and given 100% for our members. Our delegates will look to lead the way for Ed's re-election with the rest of the delegation from District 2-13 and ensure the leadership of our District Vice-President remains intact.

Until next time please enjoy the upcoming summer season and take time to enjoy some well-deserved vacation with family and friends. As always, my office is always open, and should you have any questions or concerns please do not hesitate to contact me. ■

In Unity,



James J. Gardler
President CWA Local 13000

IN MEMORIAM

Mary Baratta-Retiree

Unit 211, Branch 05
Deceased May 22, 2019

Gerald R. Black-Retiree

Unit 31, Branch 03 Secretary
Deceased April 13, 2019

Daniel Eisenhart-Retiree

Unit 21, Branch 10
Deceased April 16, 2019

Raymond E. Florence-Retiree

Unit 21, Branch 02
Deceased April 23, 2019

Gregory G. Govoni-Member

Unit 56, Branch 01
Deceased May 28, 2019

Patricia F. Mullen-Retiree

Unit 21 Branch 02
Deceased April 2019

Agnes C. Petrasky-Retiree

Unit 21, Branch 06
Deceased April 08, 2019

George Pfeiffer-Retiree

Unit 21, Branch 01
Deceased April 15, 2019

Gary L. Rater-Retiree

Unit 33, Branch 06
Deceased May 04, 2019

Edward Richards-Retiree

Unit 33, Branch 01
Deceased April 26, 2019

Organizing update Windstream Brookville PA

Engineers employed by Windstream in the Brookville Operating area contacted the CWA in regard to representation. Windstream refused to recognize the workers which forced the union to file a petition for an Election. The NLRB held a hearing to determine if these workers could be included under the current contract. We have just learned that we were successful and an election is scheduled for Friday June 7th. Many thanks to the members and officers of Unit 103, especially Pat Catalano. This couldn't have happened without all of their hard work.

In Unity,

Joe Smolczynski
Organizer-CWA Local 13000, AFL-CIO



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CWA Local 13000 Executive Office
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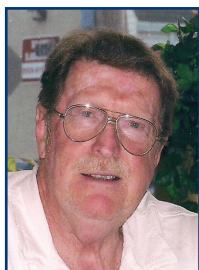
James J. Gardler, Editor Elaine Bell, Assistant Editor





Grey Matters RAY BUNTING

Retirement Security



I would be glad to report that our pensions are safe, Social Security is secure, and health care are here to stay; but they are all being made more fragile by corporate greed and poor planning. Let's cover pensions first.

According to the Bureau of Labor Statistics only 15% of people have a pension plan funded by their employer, most of them work for the Government or are Teachers. The number of people with pensions has gone down over a period of years because of two important factors. All of us are living longer and all the corporations including Governments want to reduce "fixed costs." One method of reducing fixed costs is to eliminate the pension plan. Any new company simply does not offer a pension but may have a 401(k). Amazon has a plan, they ask you to quit and then hire you as a contractor. They offer training and will rent you a truck but you do not work for them, you are a contractor. This is happening! Just today a Ryder truck pulled up on my street and delivered groceries from Giant food store to my neighbor. Needless to say with this situation the contractor has no union, no job security, no health care and no Pension! From the employer's point of view this is perfect!

CWA has filed suit, which is on appeal alleging that Alcatel-Lucent, now Nokia unlawfully transferred 1.2 billion in excess money from the Lucent Technologies Pension Plan (LTPP), which provides pension and related benefits to formerly represented Company employees, to a second company sponsored pension plan that provides benefits to management employees. It did so by unilaterally transferring on December 1, 2015, approximately 20,000 LTPP rank and file participants to the management plan along with approximately \$3 Billion in LTPP assets. However, only \$1.8 billion of the transferred assets were needed to pay for the benefits owed the transferred participants. Alcatel used the extra \$1.2 billion to satisfy its statutory obligation to increase the funding level of the inadequately funded management plan and avoid the necessity of tapping corporate assets (which would result in the reduction of Company profits.)

That sure sounds like a typical corporate technique, the important part is they did not have to reduce Company profits. The union is fighting this case still and we hope they can win because if the company wins it forms a bad precedent for employees and unions.

Companies will do anything to make a profit and eliminating any fixed cost is a priority. Another plan to reduce costs is to use machines instead of people. Machines do not want pensions or medical care. Cashiers at stores are being replaced by machines. We can all see that when we shop go food shopping! So, with machines and contractors, pensions, benefits and unions seem to be getting eliminated gradually.

Social Security and Medicare are in the same category as pensions; they are a fixed cost and people are living longer and making the plans cost more. Lowering the cost of drugs has been talked about but it seems to end with talk. It is a good idea and we all would benefit from lower cost drugs. What drug companies do to keep the cost high is to make minor changes in the drug so the patent does not run out after 20 years and some other company makes a cheaper generic. This is using a "loophole" in the patent law. One drug company, Humira rakes in \$18 billion a year and the drugs price have shot up more than 100% over the last six years to a list price of \$6,680 for two pen injectors. Every day a drug company can keep a generic off the market is another day they can make millions of dollars.

It is obvious that this isn't honest, and we are paying the price! The only protection we have going for us is the union and we can vote! ■

Yours Fraternally,

Ray Bunting
President RMC 13021

Our #1 Priority: Jobs Secure, Sustainable Jobs



At CWA, our number one priority is jobs – standing up for our members and creating good jobs for all. Americans want good quality jobs that provide for them and their family. The time is now for each of us to take strong action to help restore job security and opportunity and to reaffirm the American dream.

One of the biggest threats to American working families is the continued outsourcing of our good paying jobs. Shipping jobs overseas has become just another corporate business decision without regard for the impact on workers and communities across our country. CWA is fighting back, and holding legislators accountable

in their promises to stand up for American families by fighting for fair trade agreements, creating incentives to companies for domestic production, and investing in the critical jobs important for our future – in the green economy and telecommunications infrastructure.

We must support companies that have good business practices, creating jobs here in the United States, and Members of Congress that support policies that encourage such business practices. CWA remains committed to fighting in Washington DC for policies that create more job opportunities for our members, protect the jobs that we have, and ensure those jobs are high quality. Middle class Americans deserve a chance to provide a stable future for them and their families.

Here are some of the legislative initiatives we are fighting for:

- **Call Centers:** Call center and telecommunications workers make up a large number of brothers and sisters in our union, and standing up for these folks has been one of CWA's top concerns. Working together across the nation, we are urging Congress to introduce specific initiatives that help keep call center jobs in this country.
- **Reverse Morris Trust:** CWA is working to take down this Wall Street-created tax loophole, which is not beneficial to employees, communities, or consumers.
- **Broadband Build Out:** We must bring America into the digital age, because communities all over the nation need broadband to survive CWA is building a new economy and this is where it starts. Help make our dream of a truly connected world — where nobody gets left behind — a reality.

Political Activists at Work in PA



Unit 35 VP Tony Boyle
volunteered to assist
Congressional Candidate
Marc Friedenber



SUPPORT FOR AFGE WORKERS



AMERICAN FEDERATION OF GOVERNMENT EMPLOYEES, AFL-CIO

Dr. David B. Kelley
National Secretary-Treasurer

J. David Cox, Sr.
National President

Jeremy A. Lannan
NVP for Women & Fair Practices

May 21 2019

AFL-CIO President Richard Trumka
International Union Presidents
State Fed Presidents
Central Labor Council Presidents

Dear Sisters and Brothers,

I am writing with an urgent request for support for federal employees' collective bargaining rights. Even though we won an injunction against parts of last year's anti-union Executive Orders, the agencies are moving forward using the legally established Dispute Resolution Process (with Trump non-confirmed union busting appointees) to achieve the same ends.

Last May, you stood with us when the Administration issued Executive Orders that eviscerated the law and the principles governing federal collective Bargaining. The Executive Orders directed all agencies to abrogate and gut the contracts including basic grievance and arbitration provisions after a brief surface bargaining period. In August 2018, the U.S. District Court for the District of Columbia prevented the terms of those Executive Orders from being implemented immediately. The Administration appealed that ruling and we're waiting for the court's decision.

In the meantime, agencies scheduled for bargaining, like the Department of Veterans Affairs, the Social Security Administration and Housing and Urban Development, are following the direction of the enjoined Executive Orders' playbook when it comes to bargaining. Federal employees don't have the right to strike. When the parties can't come to any agreement at the bargaining table, an appointed body, the federal Services Impasses Panel (FSIP), considers the best last offers of both sides and imposes a new contract. It will come as no surprise that Trump's FSIP would make the National Right to Work Committee blush, and so agencies are rushing to the Panel to gut our contracts. The FSIP can impose any contract they want and there is no avenue of appeal.

To give you an example, at the VA with our largest concentration of membership, the Secretary of the VA's current proposal:

- Completely eliminates 42 articles from the current agreement, creates a ten-year agreement.
- Eliminates all matters from the grievance procedures, including disciplinary actions.
- Provides for "the agency to stop" an employee's dues withholding after one year--without the employee's permission in violation of the law, and
- It even asks the union to pay the salaries and benefits of management time spent dealing with the union. There's much more. but you get the idea.

These efforts are aimed at taking away every worker's rights to use their collective voice. It Is union-busting plain and simple. It is taking away the rights of workers under the law to engage in honest collective bargaining.


It is no exaggeration to say that the future existence of unions and collective bargaining in the federal government is on the line. We need all the help we can get from our union brothers and sisters and other allies if we're going to survive this onslaught.

We are asking you to support us in two ways.

First, we will be building a year-long series of worker actions around these contracts and other issues. We hope that your unions will support those actions as they appear around the country. We will work through the AFL-CIO and the State Federations and CLC's in announcing those actions.

Second, we are asking the House Appropriations to defund these new phony contracts while allowing the old contracts to remain in place until outstanding contract issues are resolved by an "independent arbitrator" in lieu of the stacked panel. We will need your legislative help to win passage in the House and then pick up support in the Senate.

Thank you for your support.

In Solidarity,

J. David Cox, Sr.
National President

The Local Buzz The Local Buzz The Local Buzz



*Report of Executive
Vice President,
Jeff Reamer*

VERIZON

On April 15, 2019, the Union met with Yoli Stancil and her Director team. Topics of discussion at the meeting included updates on the PA Fios buildout for 2019, the lack of FiOSmarketing, Plant Pride project issues, Verizon's plans for its 5G network and various issues related to mandated Voicelink migration in specific areas.

In addition, the company brought up staffing issues surrounding potential upgrades to the Splicing Technician title in specific areas. The Local brought up issues concerning our members being bypassed for available openings over out-of-state applicants for requisitions in RAMP. While the Union does not bargain the provisions of RAMP, discussions surrounding possible relief over the issue are ongoing and details related to those discussions will be relayed to the membership through their Unit Officials.

On a Verizon benefits note, the Union received notice from the Company that the Verizon Tuition Assistance Program will be transitioning to a new administrator, GP Strategies, on July 1, 2019. The last day to access the current "EdAssist Tuition Portal" will be June 14, 2019. Members who have not received an approval email from EdAssist related to applications, grade submissions or reimbursement requests by June 27, 2019 will need to resubmit those requests to the new GP Strategies tuition portal on or after July 1, 2019.

On the Verizon Business front, the arbitrator has issued his preliminary decision in the Union's favor over the arbitration filed for our Verizon Business former "NIT" Technicians who were wrongfully denied travel and meal reimbursements. Panel discussions have taken place and we now await the Arbitrator's formal detailed report. Details will be relayed to the members as events unfold. Also at VZB, the Company's new intent to have our VZ Business technicians train contractors to perform locates is a blatant violation of our contract. The company has been made aware that in no way will our members be training contractors to do work that bargaining Unit members perform. Members asked to do so by management should refuse and bring it to the attention of Union Officials in real time. A meeting has been set up between the Union and Company to discuss this issue further. ■

AT&T MOBILITY

At Mobility, understaffed stores and unethical tactics by management continue to be at the forefront of what many of our members deal with on a daily basis. Management's tactics of attempting to deny members their contractual breaks and lunches due to understaffing is a blatant violation of our contract and must be brought to the attention of Union Officials in real time to be addressed. If the Company must close the store to allow those breaks and lunches, then so be it, since they have had to do it in the past. Understaffing is a Company self-imposed issue and our members will not suffer as a result. As for unethical sales practices, anytime management directs or even suggests that unethical practices be used, our members should ask for it in writing, and then report it directly to Union Officials. Do not think management will protect you in the event of an investigation. History has shown they will not. Protect yourself, DON'T DO IT! ■



The Local Buzz The Local Buzz The Local Buzz

AT&T ("LEGACY T")

As we watched a full year without a contract anniversary date come and go in April of this year, our bargaining team resumed face to face bargaining with the Company in Atlanta, Georgia on May 13th, 2019. Open issues at the table still include but are not limited to employment security, healthcare, absence, wages and card check. After days of bargaining, attempts to find a path to an agreement with the Company seem to remain hinged on the Company supplying the Union with the critical information we requested. Talks at the table broke off on May 17th and will resume once the Company provides the Union additional requested information. Updates will be relayed to the membership as events unfold. ■

COMCAST(Corliss)

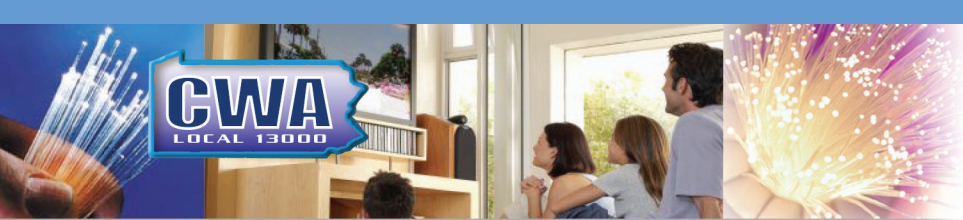
Bargaining began on May 1, 2019 in Carnegie, Pa for our Unit 116 members at Corliss whose contract was set to expire on May 20, 2019. The Company's retrogressive intent in this round of bargaining could be seen from the very first session. Their proposals aimed at stripping our contractual provisions were received across the table and your bargaining team has made it clear to the Company that we are not interested in going backwards. Our proposals are geared at gains in language on job security, limits on subcontracting, improved working conditions among many others. After the first three-day bargaining session that ended on May 3rd the parties signed a contract extension agreement that ensures the current contract will continue in full force and effect while negotiations continue. On May 21, 2019 bargaining resumed and little progress to date has been made on our key issues. Bargaining is set to continue. It is imperative that every member get involved in this round of bargaining to send the message to the

Company that we stand behind our bargaining team and will do whatever it takes to secure a fair contract. Get involved with the mobilization activities and ask what you can do to participate. Your bargaining team remains united at the table to achieve our goals. Stand Behind Them! ■

MX1

After months of preparation, the opening day of bargaining began with the Company on May 13, 2019 in Wilkes Barre, PA for our members at MX1. The Union Bargaining team placed 16 initial proposals across the table, all aimed at creating a template for a first contract. While the Company came to the table with no formal proposals to pass of their own, they asked various clarifying questions surrounding the Union's proposals. This early in the bargaining process economic issues such as overtime, healthcare and wages have yet to be discussed but will be addressed in future bargaining sessions. As with any first contract bargaining, we anticipate this to be a long road of bargaining ahead but your bargaining team remains committed to settle for nothing less than a fair contract that addresses the concerns of the membership. The next scheduled bargaining dates are July 1st and 2nd. Updates will continue to be relayed to the membership through your bargaining team members and elected Union officials. ■

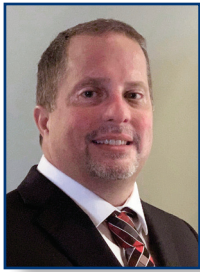
*Visit the Employers' Page
at cwalocal13000.org for
all bargaining updates.*



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	Jack Follmer
Unit 56	Mike Corignani	Unit 119	Jamie Fetterman

Western Region



The second quarter of this year has been a busy one. We are still dealing with the Windstream bankruptcy. CWA is heavily involved in the proceedings. We are having weekly calls with all the Districts involved to see if there are issues that affect us all. The day to day operations are still on-going with no changes. We will continue

to keep a close eye on the bankruptcy proceedings. The new contracts have been sent out. If you did not receive one, please contact your representative.

Bargaining at the Comcast Corliss location has begun and it is off to a slow start. In the first three days, we didn't get much accomplished with the company but we did get a contract extension. What this means is that the current contract is still in effect throughout the continued bargaining sessions. These sessions will continue through the end of May and the beginning of June. The next round of bargaining will be the economic issues which are wage increases and time off. The bargaining team is resolved to fight for a fair contract but we cannot do it without your help. Please talk to your Representatives and find out what you can do to stay informed and help us get the best contract that we can. United we bargain, divided we beg!

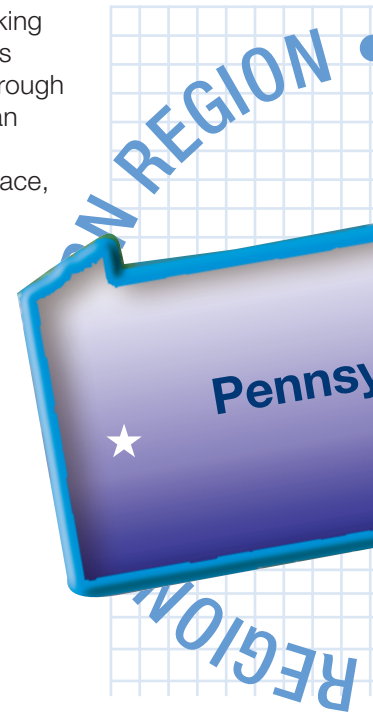
Red Cross—it seems we cannot stop talking about the issues there. The company is trying to impose changes with the redistricting of the areas. This cannot be done unless the company bargains with the union. The company had their chance when we were in contract negotiations but chose to wait until after the contract was signed. The District and the Local are trying to get a meeting scheduled to discuss why there is a sudden urgency to have this redistricting done. Vehicle issues are the other major concern. We have had wheels fall off of vehicles and other mechanical issues. Please, if a vehicle doesn't sound right or drive correctly, report it immediately. Also, make sure that you are doing your point check before taking the vehicle to a drive. The union is working closely with the company on the vehicles that have had issues and getting them corrected.

At Verizon, the PUC settlement is still creating a ton of work for our Outside Plant Technicians and Splicing Technicians. Between the "Double Woods" for the OPT's and for the Splicing Techs doing "Routines" on copper facilities and the battery maintenance in huts and vaults has kept people busy. For the Switching Equipment Technicians there was an Article 39 meeting combining some of the groups. If you are having any issues with the reorganization, please let your union representative know. There will be a scheduled wage increase on June 23 of this year. This will reflect in your paycheck on July 5.

Across the state we are always looking to provide representation to workers that are not part of a labor union through collective bargaining, employees can achieve more. If you know anyone interested in unionizing their workplace, please contact the Western Region Office at 412-429-9292 or contact our local organizer Joe Smolczynski at 215-840-6951. ■

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	Edward Kiss
Unit 21	Joe Kincade, Jr.	Unit 211	Wynnetta Ward
Unit 22	Joe Peruggia		

CWALOCAL13000NEWS



Eastern Region



As stated in an article that I wrote last fall, the company has been excluding Intradepartmental lateral moves within the State of Pennsylvania. Most of the time, it is the Services Technician title that is restricted from transferring into the OPT title. However, there have been some instances where Splicing

and Systems Technicians have been withheld from transferring into the Switching Equipment Technician Title. According to Regional Associate Mobility Plan (RAMP) guidelines, an interdepartmental lateral transfer is from one occupation to the same one or to another at the same wage scale.

Whereas a lateral associated with the Liberty Region Transfer Plan (L RTP) is a move within the same job occupation from one location to another location. The company can use either method to fill job openings just as long as they remain in compliance with the L RTP. This occurs by filling at least 25% of jobs with laterals in Philadelphia and at least 20% with jobs in the Eastern Area. Employees have a right to know why they were not considered for each job that they apply for, and they can learn of that by filing a staffing bypass grievance with their Union representative.

Lately, OPT work in the suburbs surrounding Philadelphia have increased significantly because of the PUC obligation towards the "double wood" project. As a result of this, there has been a slew of contractors working in these same areas and in some cases, these contractors are illegally transferring Verizon's Fiber-Optic Facilities. This work is exclusive to the bargaining unit and must be performed by Local 13000 employees. However, that is not always the

case, we must remain vigilant by making sure that contractors are not transferring fiber-optic facilities. To clarify, a contractor is any non-Local 13000 member.

Discussions regarding the company's intent to use the Overtime tool have been taking place with the Union and the company. Their goal is to have this tool (in the form of an APP) up and running so that they can manage overtime electronically by using availability. Apparently, technicians will elect to work overtime by way of the APP, the work will still be loaded to the technicians by MA's. This Overtime Tool is already being used throughout all of Verizon including the Western portion of the state.

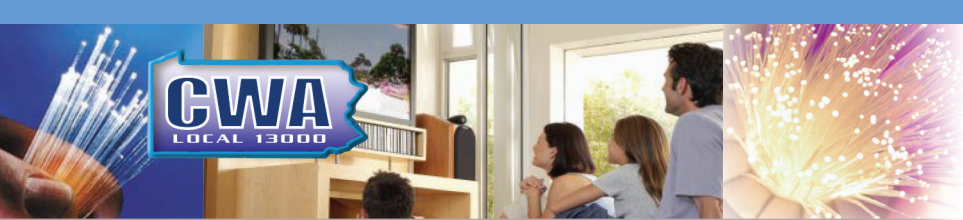
Our goal is to make sure that the membership is offered overtime in a fair manner consistent with any agreement that is already in place or any potential new one(s) that may occur from future meetings. Over the past few years, the company has aggressively combined administrative groups, closed work centers, and transferred job titles out of other locations, just so they could nullify overtime agreements. In fact, in many cases, the company maintained the position that they did not want to seek secondary or back up lists when seeking volunteers for overtime. The need for Units to secure an overtime agreement, including back up lists or rotation is important because it will provide a clear understanding of how the list will operate.

At the time of this article, there has been no trial or agreement established regarding the Overtime tool, however, there are future meetings scheduled with the company to gain as much information as possible so that there will be minimal issues. ■

In Unity,

Richard R. Dezzi
Eastern Region Vice President





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

#BalanceforBetter

The theme for the 2019 International Women's Day is **#BalanceforBetter**. Balance is not just a women's issue, it's a business issue effecting both women and men. According to www.internationalwomensday.com, there needs to be a more gender balanced workforce, government, media coverage, wealth, sports coverage, and the list goes on and on. Throughout time, the words are often spoken about certain areas being "for women" or "for men". These areas go further than just the workplace but with everything we experience in our day-to-day lives; imbalance is all around us. Each of us has experienced some sort of imbalance whether someone was "hand-picked" for a job because they knew the right people or received special treatment because of who they knew or the amount of money in their account or the gender imbalance in some sport and activity participation. These are just a few examples of how **#BalanceforBetter** can help each of us and create a more inclusive society. Through collective bargaining, many of the imbalances in the workplace have decreased but work still needs to be done to increase balance in other aspects of our lives. The Women's Committee's mission closely reflects this year's International Women's Day theme.

The mission of the CWA Local 13000 Women's Committee is to educate, inspire and empower women while identifying issues unique to women workers. There needs to be balance brought about for working women but also working men. This year, the Women's Committee will be reaching out to charities across the country to help bring balance to our women and men serving in the military.

We feel incorporating the labor movement into our communities especially with military service personnel, will give women the encouragement they need to have the perfect balance of military and home life.

According to www.americaspromise.org, 17.9% of the United States Reserves and National Guard are women. The site goes on to state that 43.2% of military families have children with 9.3% being single parents. In many cases, these women are also working full time jobs as a member of a reserve department of the United States armed forces, as well as, raising a family. Just like active military personnel, these women face the possibility of deployment, leaving behind family and friends; which in some cases without much notice. This not only effects working military women, but men also.

We, as members of the labor movement, want these brave men and women to know they are not alone. Throughout 2019, the Women's Committee will be conducting drives to support various charities to support active military women to help build a **#BalanceforBetter**. We are asking each member to watch for future literature to support these efforts. From the bottom of our hearts, thank you to all of our military service personnel and their families for the sacrifices you have made and continue to make; the labor movement supports all of you. Together we can help build a **#BalanceforBetter**.



Marisa MacCrory
Secretary-Treasurer



LOCAL 13000 COMMUNICATIONS WORKERS OF AMERICA, AFL-CIO

Statement of Assets, Liabilities and Net Assets

as of March 31, 2019

ASSETS

General Fund

Cash - payroll	\$ 0
Cash - operating sweep accounts	333,768
Haverford Money Market	<u>3,133</u>
Total Cash	336,901

Emergency Fund

Cash - Member Relief & Defense	1,973
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Investments

U.S. Government and Securities	620,546
Haverford Corp Obligations	1,443,133
Common Stock	1,346,707
Mutual Funds	121,275
Haverford Fed Prime MM	189,674
Haverford Certificates of Deposit	<u>170,000</u>
	3,893,308

Property & Equipment & Improvements

Western Region Building, Land & Improvement	274,466
Philadelphia Building, Land & Improvement	2,637,802
Furniture and Equipment	158,311
Computer Equipment	153,679
	<u>3,224,258</u>
Less Accumulated Depreciation	<u>(2,103,801)</u>
	1,120,457

Other Assets

Pittsburgh Inventory	28,874
Philadelphia Inventory	<u>23,801</u>
	52,675

Total Assets 5,403,341

LIABILITIES AND NET ASSETS

Payroll Withholding	24,270
Net Assets - unrestricted	<u>5,379,071</u>

Total Liabilities and Net Assets \$ 5,403,341

Statement of Revenue, Expenses and Changes in Net Assets

as of March 31, 2019

Revenues

Dues	\$ 1,375,717
Dues - other employees	4,405
Dues - staff	283
Interest Income	32,986
Dividend Income	24,483
Gain & Loss on sales of securities	(15,970)
Sale of Prom. Inventory	4,140
Reimburse Officer Expense	24
Reimburse wages - Arbitration	553
Reimburse Expenses - Arbitration	26
Reimburse wages - Organizing	60,535
Reimburse wages - Bargaining	313
Reimburse wages - Mobilizing	46,557
Reimburse wages - Education	7,201
Reimburse Expenses - Organizing	10,563
Reimburse Expenses - Mobilization	9,652
Reimburse Expense - Education	900
Reimburse Travel Hotel & Rest	104
Reimburse Office Exp & Supplies	1,849
Reimburse Postage & Delivery	5,425
Reimburse Mailing Expense	2,884
Reimburse Wages - Eastern Region	223
Reimburse Wages - Board	334
Reimburse Convention Expense	6,463
Reimburse American Express Bill	468
Reimburse Utilities	146
American Express Refund Income	2,278
Telephone refund	2
All Fines Income	244
1st Floor Rental Income	52,615
Investment Fees	(27,978)
Accrued Interest Paid	(2,129)
Payroll tax refunds	37
Refund Payroll Fees	19,555
Local tax refund from ADP	90
Miscellaneous Income	50
Discounts	<u>(5)</u>
TOTAL REVENUES	1,625,023

(continued on page 12)



LOCAL 13000 COMMUNICATIONS WORKERS OF AMERICA, AFL-CIO

Statement of Revenue, Expenses and Change in Net Assets

(continued from page 11)

as of March 31, 2019

Expenses Paid

Salaries

Executive President, Vice President & Treasurer	\$ 203,507
Eastern Region Vice President Salary	60,423
Western Region Vice President Salary	46,985
Eastern Region Salary	68,251
Western Region Salary	79,188
Executive Board Committees Salary	23,896
Unit Business Salary Eastern Region	37,076
Unit Business Salary Western Region	34,675
Eastern Region Staff Salary	60,596
Western Region Staff Salary	64,531
Executive Board Staff Salary	93,300
Education Salary	12,323
Organizing Salary	58,362
Mobilization Salary	33,861
Bargaining Salary	1,912
Eastern Region Convention Salary	18,978
Western Region Convention Salary	29,337

Regional Allowances & Reimbursements

Eastern Region Allowance	4,316
Western Region Allowance	5,648
Local Business Allowance	6,039
Unit Business Allowance - Eastern	2,274
Unit Business Allowance - Western	6,075
Eastern Region Reimburse Expense	4,820
Western Region Reimburse Expense	7,836
Local Business Reimburse Expense	11,113
Unit Business Reimburse - Eastern	7,389
Unit Business Reimburse - Western	5,410

Convention Allowances & Reimbursements

Eastern Region Convention Allowances	2,182
Western Region Convention Allowance	2,565
Executive Brd Convention Allowance	453
Eastern Region Convention Reimburse Expense	2,531
Western Region Convention Reimburse Expense	5,682
Executive Board Convention Reimburse Expense	582
Convention Miscellaneous Expense	2,075

Education Allowances & Reimbursements

Education Allowance	1,494
Education Reimburse Expense	1,953
Education Miscellaneous Expense	1,195

Organizing Allowances & Reimbursements

Organizing Allowance	\$ 391
Organizing Reimburse Expense	7,682

Mobilization Allowances & Reimbursements

Mobilization Allowances	677
Mobilization Reimburse Expense	9,071
Mobilization Misc Expense	340

Bargaining Allowances & Reimbursements

Bargaining Allowance	2,758
Bargaining Reimburse Expense	2,876

Subscription & Membership

Subscription Eastern Region	241
Subscription Western Region	234
Subscription Executive Board	2,547
Membership - AFL-CIO	15,694
Membership Eastern Region	7,258
Membership Western Region	7,787

Registration

Eastern Region	540
Executive Board	1,230

Meeting Hall Rental

Eastern Region	1,450
Western Region	1,725
Executive Board	100

Travel, Hotels & Restaurant

Eastern Region	1,891
Western Region	3,435
Executive Board	17,070
Bargaining	14,930
Convention	41,754
Education	21,381
Organizing	1,673

Telephone

Eastern Region	6,539
Western Region	6,283
Executive Board	5,971

Utilities

Philadelphia - Utilities	11,047
Western Region - Utilities	2,753
Water & Sewer - Philadelphia	1,667
Water & Sewer - West	906

Building Maintenance

Philadelphia Building Maintenance	9,119
Western Region Building Maintenance	1,786
Protection - 3rd floor	5,694
Sanitation - Western Region	3,489



LOCAL 13000 COMMUNICATIONS WORKERS OF AMERICA, AFL-CIO

Printing & Typing

Board	\$ 4,548
Eastern Region	276
Western Region	225
CWA 13000News	25,770

Office Supplies

Board	5,802
Eastern Region	4,082
Western Region	3,418

Office Expense

Board	217
Eastern Region	148
Western Region	148

Postage & Delivery

Board	6,132
Eastern Region	4,975
Western Region	6,817

Equip Leasing & Services

Equipment Leasing - Board	7,044
Equipment Leasing - Eastern Region	8,514
Equipment Leasing - Western Region	7,093

Real Estate Tax

Philadelphia	37,794
Western Region	1,284

Professional Fees

Legal	18,380
Accounting	30,030
Miscellaneous	2,694
Money Management	9,600

Contribution

Board	3,010
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Other

Sympathy - Board	624
Service Charge	2,080
Bonds & Insurance	15,048
Cost of Goods Sold	4,140
Unemployment & SS Taxes	89,068
Employee Benefits	43,903
Payroll Savings - Employer	20,409
Payroll processing fees	29,748
Misc. Expense	2,583
Computer Work-Western Region	2,149
Computer system	19,605

Depreciation of furniture & equipment

Depreciation - Philadelphia	48,442
Total Expenses Paid	\$ 1,694,622
Change in Net Assets	(69,599)
Net Assets - Unrestricted at beginning of period	\$ (5,448,670)
Net Assets Unrestricted at end of period.	\$ 5,379,071

Schedules of Expenditures – Modified Cash Basis

as of March 31, 2019
Quarterly Year to Date

Expenses Paid

Salaries

Executive President, Vice President & Treasurer	\$ 92,699	\$ 203,507
Eastern Region Vice President Salary	26,509	60,423
Western Region Vice President Salary	20,903	46,985
Eastern Region Salary	34,678	68,251
Western Region Salary	37,794	79,188
Executive Board Committees Salary	3,604	23,896
Unit Business Salary Eastern Region	18,563	37,076
Unit Business Salary Western Region	18,789	34,675
Eastern Region Staff Salary	30,103	60,596
Western Region Staff Salary	32,013	64,531
Executive Board Staff Salary	46,492	93,300
Education Salary	11,733	12,323
Organizing Salary	28,416	58,362
Mobilization Salary	8,449	33,861
Bargaining Salary	455	1,912
Eastern Region Convention Salary	—	18,978
Western Region Convention Salary	—	29,337

Regional Allowances & Reimbursements

Eastern Region Allowance	2,190	4,316
Western Region Allowance	2,632	5,648
Local Business Allowance	1,102	6,039
Unit Business Allowance - Eastern	1,417	2,274
Unit Business Allowance - Western	3,058	6,075
Eastern Region Reimburse Expense	2,626	4,820
Western Region Reimburse Expense	4,509	7,836
Local Business Reimburse Expense	1,981	11,113
Unit Business Reimburse - Eastern	3,461	7,389
Unit Business Reimburse - Western	2,308	5,410

Convention Allowances & Reimbursements

Eastern Region Convention Allowances	—	2,182
Western Region Convention Allowance	—	2,565
Executive Brd Convention Allowance	98	453
Eastern Region Convention Reimburse Expense	—	2,531
Western Region Convention Reimburse Expense	37	5,682
Executive Board Convention Reimburse Expense	115	582
Convention Miscellaneous Expense	809	2,075

Education Allowances & Reimbursements

Education Allowance	1,137	1,494
Education Reimburse Expense	1,437	1,953
Education Miscellaneous Expense	475	1,195

(continued on page 14)

LOCAL 13000 COMMUNICATIONS WORKERS OF AMERICA, AFL-CIO

Schedules of Expenditures - Modified Cash Basis

(continued from page 13)

	as of March 31, 2019	
	Quarterly	Year to Date
Organizing Allowances & Reimbursements		
Organizing Allowance	\$ 232	\$ 391
Organizing Reimburse Expense	3,319	7,682
Mobilization Allowances & Reimbursements		
Mobilization Allowances	23	677
Mobilization Reimburse Expense	3,353	9,071
Mobilization Misc Expense	—	340
Bargaining Allowances & Reimbursements		
Bargaining Allowance	24	2,758
Bargaining Reimburse Expense	—	2,876
Subscription & Membership		
Subscription Eastern Region	85	241
Subscription Western Region	—	234
Subscription Exective Board	619	2,547
Membership – AFL-CIO	7,884	15,694
Membership Eastern Region	6,233	7,258
Membership Western Region	5,478	7,787
Registration		
Eastern Region	—	540
Executive Board	500	1,230
Meeting Hall Rental		
Eastern Region	550	1,450
Western Region	1,110	1,725
Executive Board	—	100
Travel, Hotels & Restaurant		
Eastern Region	966	1,891
Western Region	1,846	3,435
Executive Board	8,860	17,070
Bargaining	675	14,930
Convention	—	41,754
Education	19,363	21,381
Organizing	1,313	1,673
Telephone		
Eastern Region	3,518	6,539
Western Region	3,297	6,283
Executive Board	3,205	5,971
Utilities		
Philadelphia - Utilities	6,547	11,047
Western Region - Utilities	1,412	2,753
Water & Sewer - Philadelphia	1,252	1,667
Water & Sewer - West	553	906
Building Maintenance		
Philadelphia Building Maintenance	7,147	9,119
Western Region Building Maintenance	1,021	1,786
Protection - 3rd floor	—	5,694
Sanitation - Western Region	1,382	3,489

Printing & Typing

Board	\$ 4,025	\$ 4,548
Eastern Region	276	276
Western Region	37	225
CWA 13000News	2,326	25,770

Office Supplies

Board	2,965	5,802
Eastern Region	1,510	4,082
Western Region	1,973	3,418

Office Expense

Board	—	217
Eastern Region	—	148
Western Region	—	148

Postage & Delivery

Board	3,102	6,132
Eastern Region	2,039	4,975
Western Region	167	6,817

Equip Leasing & Services

Equipment Leasing - Board	3,173	7,044
Equipment Leasing - Eastern Region	3,443	8,514
Equipment Leasing - Western Region	3,547	7,093

Real Estate Tax

Philadelphia	—	37,794
Western Region	1,284	1,284

Professional Fees

Legal	9,344	18,380
Accounting	20,030	30,030
Miscellaneous	2,398	2,694
Money Management	9,600	9,600

Contribution

Board	2,300	3,010
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Other

Sympathy - Board	624	624
Service Charge	1,329	2,080
Bonds & Insurance	1,323	15,048
Cost of Goods Sold	1,706	4,140
Unemployment & SS Taxes	42,434	89,068
Employee Benefits	22,560	43,903
Payroll Savings - Employer	10,749	20,409
Payroll processing fees	20,057	29,748
Misc. Expense	—	2,583
Computer Work - Western Region	1,723	2,149
Computer system	11,373	19,605

Depreciation of furniture & equipment

Depreciation - Philadelphia	24,221	48,442
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Total Expenses Paid	743,997	1,694,622
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LOCAL 13000 COMMUNICATIONS WORKERS OF AMERICA, AFL-CIO

Schedule of Investments

		as of March 31, 2019	
Description	Shares	Total Cost	Market Value
Equity Financials			
Blackrock Inc	163	\$ 24,883.92	\$ 69,661.31
JPMorgan Chase & Co Com	883	35,863.89	89,386.09
US Bancorp Del Com New	1,682	92,542.42	81,055.58
Financials Total	2,728	153,290.23	240,102.98
Healthcare			
Baxter Intl Inc Com	652	23,852.37	53,014.12
Becton Dickinson & Co Com	237	12,414.06	59,186.01
Johnson & Johnson Com	707	44,032.32	98,831.53
Unitedhealth Group Inc Com	327	18,701.09	80,854.02
Healthcare Total	1,923	98,999.84	291,885.68
Industrials			
Emerson Elec Co Com	510	36,995.50	34,919.70
FedEx Corp Com	465	86,076.88	84,355.65
Honeywell Intl Inc Com	150	20,894.01	23,838.00
SPDR Tr Unit Ser 1	213	43,546.78	60,168.24
United Technologies Corp	645	20,947.57	83,134.05
Industrials Total	1,983	208,460.74	286,415.64
Information Technology			
Apple Inc Com	570	40,705.72	108,271.50
Mastercard Inc Class A	679	52,349.00	159,870.55
Microsoft Corp Com	1,044	77,425.13	123,129.36
Oracle Corp Com	887	33,489.75	47,640.77
Information Technology Total	3,180	203,969.60	438,912.18
Materials			
Air Prods & Chems Inc Com	506	73,529.91	96,625.76
Equity Total	23,771	<u>\$ 1,342,419.08</u>	<u>\$ 2,334,734.97</u>
Money Market – Taxable - Standard			
Federated Govt Obligations	150,668	\$ 150,668.85	\$ 150,668.85
Equity			
Comcast Corp New - Cl. A	2,260	62,716.42	90,354.80
Disney Walt Co Com Disney	785	15,227.75	87,158.55
Dollar General Corp	290	34,165.39	34,597.00
Dowdupont Inc	1,088	22,397.71	58,001.28
Lowes Cos Inc Com	650	54,582.06	71,155.50
S&P Global Inc	239	44,843.93	50,321.45
Starbucks Corp	830	48,238.18	61,702.20
TJX Cos Inc New Com	2,278	54,721.58	121,212.38
Consumer Discretion Total	8,420	336,893.02	574,503.16
Consumer Staples			
CVS Health Corporation	1,357	72,556.89	73,183.01
Coca Cola Co Com	916	19,611.56	42,923.76
Pepsico Inc Com	650	35,048.00	79,657.50
Consumer Staples Total	2,923	127,216.45	195,764.27
Energy			
Exxon Mobil Corp Com	574	18,784.18	46,379.20
Equity ETF			
iShares S&P Midcap 400 Index	408	58,851.92	77,275.20
iShares S&P Smallcap 600 Fnd	1,126	62,423.19	86,870.90
Equity ETF Total	1,534	<u>\$ 121,275.11</u>	<u>\$ 164,146.10</u>

Fixed Income	as of March 31, 2019			
	Face Value	Unit Cost	Total Cost	Market Value
Corporate Bonds & Notes				
3M Company 3.0% 8/7/25	\$ 100,000	\$ 99.12	\$ 99,117.00	\$ 101,854.80
AT&T Inc 3.00% 2/15/22	35,000	98.16	34,356.70	35,157.82
Amazon.Com Inc 3.8% 12/5/24	85,000	101.79	86,524.78	89,373.51
American Express Co 2.65%B 12/2/22	75,000	101.52	76,137.52	74,325.23
Apple Inc 2.40% 5/3/23	75,000	89.28	66,958.50	74,322.53
Bank of America Corp 4.125% 01/22/24	85,000	104.37	88,717.12	89,164.07
Berkshire Hathaway 3.50% 2/1/25	50,000	103.26	51,630.21	51,242.40
Blackrock Inc 3.375% 6/1/22	85,000	102.29	86,948.58	87,016.88
CVS Health Corp 3.35% 3/9/21	90,000	99.36	89,422.76	90,762.66
Caterpillar Finl SE 2.85% 6/1/22	75,000	101.60	76,197.13	75,441.15
Chevron Corp 2.566% 5/16/23	95,000	99.58	94,601.95	94,905.19
Comcast Corp 3.375% 8/15/25	85,000	100.96	85,817.49	85,891.48
General Electric Cap Corp 3.10% 1/9/23	50,000	100.34	50,169.13	49,658.65
Gilead Sciences Inc 3.5% 2/1/25	60,000	103.89	62,335.75	61,193.64
Home Depot Inc 4.40% 4/1/21	100,000	102.57	102,568.00	103,224.50
JPMorgan Chase & Co 2.55% 10/29/20	70,000	100.94	70,660.66	69,821.15
McDonalds Corp 3.625% 5/20/21	100,000	102.15	102,151.66	101,890.10
Monsanto Co 2.125% 7/15/19	85,000	100.19	85,162.82	84,839.10
Pepsico Inc 2.75% 4/30/25	85,000	97.07	82,506.95	85,134.81
Wells Fargo & Co 3.30% 9/9/24	65,000	101.30	65,844.94	65,608.21
Corporate Bonds & Notes Total	<u>\$ 1,550,000</u>		<u>\$1,557,829.65</u>	<u>\$1,570,827.88</u>
U.S. Treasury Bonds & Notes				
US Treasury N/B 1.625% 2/15/26	\$ 300,000	99.39	\$ 298,158.90	\$ 286,781.40
US Treasury Note 2.00% 11/15/21	175,000	98.98	173,217.53	173,961.03
US Treasury Note 2.25% 2/29/20	250,000	99.58	248,943.37	249,687.50
U.S. Treasury Bonds & Notes Total	<u>725,000</u>		<u>720,319.80</u>	<u>710,429.93</u>
Fixed Income Total	<u>2,275,000</u>		<u>2,278,149.45</u>	<u>2,281,257.81</u>
Asset Total	\$ 2,449,439		\$3,771,237.38	\$4,766,661.63
Accrual Total				18,818.64
Grand Total	<u>\$ 2,449,439</u>		<u>\$3,771,237.38</u>	<u>\$4,785,480.27</u>

CWA Local 13000 – Operating Account

	as of March 31, 2019		
	Face Value	Total Cost	Market Value
Certificates of Deposit			
Haverford Trust CD 2.35% 5/20/2019	\$ 50,000.00	\$ 50,000.00	\$ 50,000.00
Haverford Trust CD 2.35% 5/23/2019	60,000.00	60,000.00	60,000.00
Haverford Trust CD 2.35% 5/31/2019	60,000.00	60,000.00	60,000.00
Certificates of Deposit Total	<u>\$ 170,000.00</u>	<u>\$ 170,000.00</u>	<u>\$ 170,000.00</u>
Money Market – Taxable - Standard			
Federated Govt Obligations (SS Fund 395)	\$ 3,132.80	\$ 3,132.80	\$ 3,132.80
Cash Equivalents Total	<u>\$ 173,132.80</u>	<u>\$ 173,132.80</u>	<u>\$ 173,132.80</u>
Asset Total	\$ 173,132.80	\$ 173,132.80	\$ 173,132.80
Accrual Total			\$ 389.13
Grand Total	<u>\$ 173,132.80</u>	<u>\$ 173,132.80</u>	<u>\$ 173,521.93</u>



INVESTIGATE THE TAX SCAM



TELL CONGRESS:

Investigate where billions
in tax breaks to massive
corporations went.

1-855-980-2231

Tell the person who answers the phone:

We were told that tax cuts for big corporations would result in more jobs and higher wages, but companies instead ran away with billions, cut jobs, and failed to provide wage increases. Please support an investigation into what big corporations really did with their tax cuts.

Republicans in Congress told us the corporate tax cut bill they passed in 2017 would push companies to create jobs, raise wages and stop offshoring, but it didn't.

The bill was a scam. Corporations like AT&T, CenturyLink, Well Fargo, and GE ran away with billions of dollars, cut jobs, failed to provide promised wage increases and continue to send jobs overseas.

Despite receiving \$1.1 billion as a result of the tax cut, CenturyLink canceled bonuses and merit pay for workers and eliminated more jobs. Top executives received massive bonuses, including CEO Glen Post who earned \$14.7 million in 2018 and new President Jeff Storey who got a \$6.6 million signing bonus after the merger with Level 3 Communications.

Corporations want to increase executive pay, reward large shareholders, and pursue profits at any cost — they're not looking out for us. **If we want a better future for all working people, we must push Congress to hold corporations accountable to their promises.**

CWA