

November/December Volume 79, Issue 6 2019

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

**Journal of  
Local 13000  
IN THIS ISSUE**

- Message from the President
- The PRO Act
- Grey Matters
- Joe Beirne Foundation Scholarship Program
- CWA Local 13000 Scholarship Information
- The Local Buzz
- Western Region
- Eastern Region
- Women's View
- In Memoriam
- Financials
- Happy Holidays!



**Message from the President**

**D**uring this Holiday season as we have seen over the last few years our largest employer, Verizon, has announced a voluntary surplus of various titles throughout the state. We encourage every member to take the time communicate with family and various professionals before making this life changing decision.



Make sure you fully understand your pension and 401K values as they relate to your age and years of service. The packages have been sent to all of the members included in this EISP and the off-payroll date is 12-22-19, so time associated with this offer is moving along fast.

On the legislative front there has been a tremendous amount of activity. The results of the 2019 General elections across the state had some surprisingly successful outcomes in areas where labor friendly candidates have had a difficult time achieving success. We were also successful in electing our endorsed superior court candidate Dan McCaffery. There was one election in Beaver County that we would like to highlight and congratulate Local 13000 member and Unit 44 Secretary Mike Rossi on his successful campaign for Prothonotary. Best of luck on this victory, we know you will serve the constituents of Beaver County well.

As the dust on these elections settles there is no time to rest. Local 13000 continues to fight House Bill 1400, the "Small Wireless Facilities Deployment Act". We recent took time to visit the offices of every member of the Consumer Affairs Committee, which is tasked with deciding whether this Bill will be presented

to the state House of Representatives for a full vote. We have spoken directly with many of the members of this committee and so far have been successful in getting bi-partisan support to prevent this from coming to a vote. We are currently opposed to this legislation and have presented several amendments to the sponsor of this bill. Those amendments have yet to be addressed and we will continue to fight this bill until such time. We will keep the membership apprised of the status of this Bill and if we need the membership to contact your State Representative, we will let you know.

During the last week of sessions before Thanksgiving our Local attended a Rally in the Capital Rotunda along with hundreds of Unions members affiliated with the PA AFL-CIO. This rally came about as a result of work with state legislators on a proactive legislative package to advance workers' rights and strengthen unions in our Commonwealth.

*(continued on page 2)*



## Message from the President

(continued from page 1)

The following bills were included in the package that was introduced on November 19th.

<b>HB 1863 (Miller) –</b>	<a href="#">Improving Employee Voices in the Workplace (Public Boards)</a>
<b>HB 1864 (Miller/Markosek) –</b>	<a href="#">Valuing Employers who value Pennsylvanian Workers (Private Boards)</a>
<b>HB 1865 (Miller) –</b>	<a href="#">UC Eligibility for Striking Workers</a>
<b>HB 1866 (Miller) –</b>	<a href="#">Farm Laborers Collective Bargaining Act</a>
<b>HR 567 (Miller) –</b>	<a href="#">JSGC Resolution to Study Economic &amp; Workforce Transition</a>
<b>HB 1909 (Miller/Gainey) –</b>	<a href="#">College Athlete Fair Pay to Play Act</a>
<b>HB 1215 (Kim) –</b>	<a href="#">One Fair Wage</a>
<b>HB 1082 (Harkins) –</b>	<a href="#">The Jake Schwab Worker Safety Bill</a>
<b>HB 998 (Donatucci) –</b>	<a href="#">Paid Sick Leave</a>
<b>HB 625 (Briggs) –</b>	<a href="#">Paid Family Leave Act</a>
<b>HB 1178 (Madden) –</b>	<a href="#">Strengthening Collective Bargaining</a>
<b>HB 1436 (Fiedler) –</b>	<a href="#">Fair Work Week</a>
<b>SB 12 (Tartaglione) –</b>	<a href="#">Modernization of Minimum Wage Act</a>
<b>SB 464 (Tartaglione) –</b>	<a href="#">Workplace Health &amp; Safety Standards for Public Employees</a>

On a National front we continue to push for support on the PRO Act, which will strengthen and protect a worker's rights to organize. (See a more detailed explanation below). We have successfully gotten support from all of the states Democratic members of Congress as well as one Republican, Congressman Fitzpatrick.

As 2019 comes to a close there are plenty of issues that we will be focused on going into 2020 and oh by the way there is an election for President of the United States. Stay tuned as I am sure this will be a busy year for every member of organized Labor in this country.

Please, during these last few weeks of the year, take an opportunity to enjoy time with your family and have a Merry Christmas and a Happy New Year. ■

*In Unity,*



**James J. Gardler**  
**President CWA Local 13000**

## The PRO Act Will:

**Protect strikes and other protest activities.** The bill will make it illegal for employers to permanently replace striking workers and make secondary strikes and boycotts legal.

**Make it easier to bargain.** The bill will eliminate obstacles for workers to get their first union contract.

**Help strengthen protections for workers forming a union.** The bill will establish compensatory damages for workers and penalties against employers when they fire or retaliate against workers for forming a union.

**Prevent the misclassification of workers as independent contractors.**

**Deal a blow to “right-to-work” laws.**

And much more!



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CWA Local 13000 Executive Office  
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### EXECUTIVE BOARD

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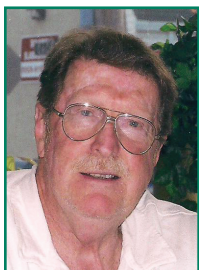
**James J. Gardler, Editor** **Elaine Bell, Assistant Editor**





## Grey Matters RAY BUNTING

### THE NEW HORIZON



**R**etired workers have a different view of the world than the wealthy. Having worked and produced something for the world that was actually useful gives it a different perspective. If a person is rich his main goal is to get richer and consequences to workers mean nothing at all! A recent proposed

plan to expand and protect Social Security beyond the year 2100 paid for by having the rich pay their fair share is being challenged by a counter proposal called the "TRUST act" — a fast -track process to cut Social Security benefits. For 84 years Social security has paid out all benefits in full and on time. Starting in 2035 the fund will face a shortfall. For most of the 84 years the Social Security fund has had a surplus, meaning it cost the Government nothing! Now people are living longer and soon it will cost money to provide benefits. This means that the Government instead of squandering the surplus provided by the Social Security fund will actually have to spend some of its budget on providing benefits to the workers that paid their money into the fund. This is a problem for both the Government and the rich. The Government can no longer take our money and spend it on "pet projects" in their districts to help them get reelected and the rich will have to be the source for the money. This is the way the system works now.

When Social Security started it helped everybody provided security for older people. World War Two was a time when workers were needed to provide arms and material for the war effort. General Motors made water cooled machine guns as well as motor vehicles. President Roosevelt invoked the "wage price freeze act" because workers were in such demand that wages would rise without the freeze. Consequently, the factory's offered benefits to workers to attract them. Life insurance, medical insurance and pensions were among the inducements. This started the growth of the medical insurance industry. The "law of unintended consequences" come into play and soon the price of medical care becomes more and more expensive. In my statement

from my insurer I was charged \$54,000 as of October. This is what would have been charged if I was not insured. The Insurance company paid the agreed to amount and I paid the co-pay. The prices are ridiculous, but this is the way the Insurance companies and their army of lawyers play the game. I am really glad to have a union with benefits!

Pensions are under attack now because people are living longer. 50 years ago, 60% of blue chip companies offered pensions now that is down to 16%. The accountants (bean counters) do everything they can to eliminate "fixed costs". Eliminating pensions is a great way of getting rid of that cost. Offering a 401K plan is one strategy and if done well can replace the pension however; the employee's money may be at risk in a mutual fund and is not a guarantee as a pension is.

Taxes are another fixed cost that the rich are experts at eliminating! In 2018 the effective tax rate paid by the richest 400 families was 23%, a full percentage point lower than the 24.2 % paid by the bottom half of American households. In 1960 the richest had a tax rate as high as 56% and the bottom by contrast has changed little over time. This concentration of wealth and power makes it easier for wealthy contributions to have greater influence on our law makers. To fight this very unfair system we need UNION POWER to convince law makers to side with us. Vote in every election, vote for a politician that wants to help workers, vote for the politician that has your union support. It is by numbers that we can surmount the effect of the super-rich and only if we ALL vote every election. It is encouraging that unions are growing and are active in organizing workers! We can win but we all have to be together. ■

*Fraternally,*

**Raymond Bunting**  
**President RMC13021**



## Joe Beirne Foundation Scholarship Program



### ABOUT THE SCHOLARSHIP

Sixteen partial college scholarships of \$4,000 each are being offered for the 2020-2021 school year. Winners, selected in a lottery drawing, also will receive second-year scholarships of the same amount contingent upon satisfactory academic accomplishment. Part-time students, less than 12 credits, will receive half of the scholarship monies.

Eligible for the awards are CWA members and their spouses, children and grandchildren, including those of retired or deceased members.

### ORIGIN

The CWA Joe Beirne Foundation was established in October 1974 by the Communications Workers of America Executive Board to honor the name and memory of the founding President of CWA, who served for more than 30 years. In his capacity as the first CWA President, Joe Beirne took great pride in the roles he played in the fields of education and learning and other areas of social concern. On April 26, 1999, the CWA Executive Board voted to combine the Joseph Anthony Beirne Memorial Foundation and the Ray Hackney Scholarship Fund, thereby creating the CWA Joe Beirne Foundation.

### ELIGIBILITY

CWA members, their spouses, children and grandchildren (including dependents of laid-off, retired or deceased CWA members) may apply. Applicants must be high school graduates or at least high school students who will graduate during the year in which they apply. Undergraduate and graduate students returning to schooling may also apply. Prior winners may not reapply.

### DATES

Applications are accepted during the months of November through April. **Final deadline for the 2020-2021 school year is April 30, 2020 at 11:59 p.m. EDT.**

### SELECTIONS

Winners are chosen by lottery drawing and only winners will be notified. [Click here for a list of past winners.](#)

### STUDY REQUIREMENTS

No specific studies are required. Scholarship winners may pursue whatever courses they wish.

### FUNDING

The CWA Joe Beirne Foundation has been built up by voluntary contributions and is self-perpetuating. Contributions and pledges are received from CWA Locals, members and officers.

### APPLICATIONS

Applications should only be submitted through the online application form. [https://cwa-union.org/pages/beirne\\_scholarship\\_application](https://cwa-union.org/pages/beirne_scholarship_application)

### Who was Joe Beirne?

Joseph Anthony Beirne is considered CWA's founding leader.

The son of Irish immigrant parents – his dad was a union railroad worker – Beirne grew up in Jersey City, N.J. and went to work in 1927 for Western Electric, the Bell Telephone System's manufacturing arm. With the New Deal labor reforms and passage of the Wagner Act in 1935, Beirne and others were inspired to begin organizing the nation's phone workers.

After the National Federation of Telephone Workers was formed in 1938, the fiery and charismatic Beirne soon ascended to the presidency in 1943 at the age of 32. He set himself the mission of molding this loose federation of autonomous unions into a true international union. That goal, forged in the fires of a tough nationwide strike by 350,000 Bell System workers in 1947, was achieved the following year with creation of the modern Communications Workers of America.

With a strong new national structure and affiliation with the militant CIO in 1949, CWA under Joe Beirne's leadership broadened its organizing focus, grew steadily in numbers and strength, and used an innovative pattern bargaining strategy to raise wage and benefit standards throughout the communications industry. The union also became a leading force in the political and legislative arenas, community services, the civil rights struggle, and global labor affairs.

When Beirne, who was seriously ill, stepped down from the presidency in June of 1974, CWA had become recognized as one of the most dynamic and progressive unions in the world – qualities that also described its leader for more than three decades.

Joe Beirne died on Labor Day 1974. The Joseph A. Beirne Foundation honors his lifelong commitment to education and progressive social causes.





## CWA Local 13000 Scholarship Information



### UNION PLUS SCHOLARSHIP PROGRAM

Applications are available starting middle of June. Complete application must be received on or before 12:00 PM (ET) on January 31st of the year in which the scholarship is awarded.

[www.unionplus.org](http://www.unionplus.org)

### CWA JOE BEIRNE FOUNDATION SCHOLARSHIP PROGRAM

Online Application forms are accepted during the months of November through April. Final deadline is March 31st of the year in which the scholarship will be awarded.

[www.cwa-union.org](http://www.cwa-union.org)

### ANNUAL VINCENT & PATRICIA MAISANO LABOR SCHOLARSHIP

Applications will be accepted during the months of December through March.

- One (1) scholarship, to be paid at the rate of \$1,000.00, will be awarded to an eligible applicant from the District 2-13 Potomac Region.
- One (1) scholarship, to be paid at the rate of \$1,000.000, will be awarded to an eligible applicant from District 2-13 Pennsylvania/Delaware Region.

Final deadline is March 31st of the year in which the scholarship will be awarded.

[www.district2-13.cwa-union.org](http://www.district2-13.cwa-union.org)

### PENNSYLVANIA AFL-CIO SCHOLARSHIP ESSAY CONTEST

Write an essay of topic to the Category in which you are competing. Complete application form with references and submit by January 31st of the year in which the scholarship will be awarded.

[www.paaficio.org](http://www.paaficio.org)

## The Local Buzz The Local Buzz The Local Buzz



*Report of Executive  
Vice President,  
Jeff Reamer*

### VERIZON

**O**n November 4, 2019 the Union received notice from the Company that it will be declaring multiple surpluses across various titles and offering EISP packages to those affected titles and locations across the state. Further discussions were held between the Union and the Company's Labor Relations department over this offer when the notice was received, and the Company has assured the Union that this EISP offer is strictly a voluntary offer across the titles affected the with no threat of layoffs attached. Those members included in this EISP offer will have a final date of December 10th to volunteer to accept the package with a last day on the payroll of December 21, 2019. Be aware that age-based penalties are not waived with this offer so any member considering this offer may be subject to penalties if they are under 55 years of age and do not have 30 years of service. It is highly recommended that any member contemplating this offer speak with a financial professional and assess your individual circumstances and what the impact of accepting this retirement offer will have on both you and your family. Members should direct any questions or issues they may have surrounding this EISP offer to the Local 13000 Eastern or Western Region offices as well as the Local Executive office. ■

### AT&T MOBILITY

**A**fter multiple rescheduling delay attempts by the Company to avoid hearing our case in front of an arbitrator, the Statewide grievance that was filed back in 2017 over the Company's creation of the two non-bargaining in home expert

positions has now been deferred by an arbitrator to the NLRB for a bargaining unit definition hearing. While this arbitrator's deferral decision was not a welcomed outcome for the Union, our fight in this case continues. At the multi-day hearing held before the NLRB in Cleveland, Ohio the week of November 18th through the 22nd, the Union provided 4 days of testimony supporting our case that these new in-home expert titles should have been bargaining unit positions and they circumvent our bargaining unit RSC and SSR positions. The Company obviously provided testimony to the contrary, citing what they believe to be their ability to create these positions outside of the bargaining unit. We now are awaiting the decision of the NLRB in this case. Updates in this case will be relayed as events unfold. ■

### COMCAST (Corliss)

**A**t Corliss, bargaining continues with Comcast as we continue to fight for a fair contract for our Unit 116 members whose original contract expiration date was back in May. At the most recent face-to-face bargaining sessions held with the Company on November 25th and 26th, the Company continued to drag its feet in addressing our open issues still on the table. Those issues include not only our economic proposals but also include key contractual provision proposals aimed at improving working conditions for our membership. In preparation for the next bargaining session with the Company that is scheduled for December 18th and 19th, your bargaining team is preparing a comprehensive proposal that will address all open issues on the table. Despite the Company's apparent unwillingness to come to the table and seriously bargain over the issues, your bargaining team is committed to continue to fight for as long as it takes and will settle for nothing less than a fair contract that addresses the issues of our membership. Every member's involvement is imperative going forward in order to send the message to Comcast that you are 100% behind your bargaining team. The time to get involved is NOW! Contact your Union Representatives for updates and mobilization actions needed to ensure our success at the table. ■



## The Local Buzz The Local Buzz The Local Buzz

### MX1

**O**ur members at MX1 in Hawley, Pa continue their fight for a first contract at the bargaining table. At the most recent face to face bargaining sessions held with the Company in Wilkes Barre, Pa on November 19th and 20th, the Company provided its response to many of the Union's economic proposals that were placed on the table back in the September bargaining session. One of the company's replies was that it isn't interested in giving a general wage increase to employees. It wants you to continue helping it achieve greater success and increased revenue but isn't interested in providing fair compensation in return. The Union expressed our discontent with this answer from the Company and made it clear to the Company that their position is unacceptable and does not put us on the road to an agreement. It is apparent that we have more work ahead of us to send the message to this Company that YOU the members are what make this Company a success and we won't settle for an agreement that does not care for that. That message delivery to this Company is dependent on the future mobilization efforts and a show of solidarity by the membership that sends that clear and concise message that you are behind your bargaining team and will settle for nothing less than a fair contract. On November 26th a conference call hosted by the bargaining team was held with the membership to run through the status of bargaining to date and to plan our mobilization strategy going forward. To date, the Union has placed a total of 42 proposals on the table, of which 15 have been tentatively agreed to. None of our economic proposals are included in those that have been tentatively agreed to. The next face to face bargaining sessions with the Company are scheduled for January 16th and 17th. Bargaining updates will be relayed to the membership as events unfold. **Mobilize, Mobilize, Mobilize!!** ■

### ATLANTIC BROADBAND

**P**reparations have begun as our Atlantic Broadband members in Unit 31 get ready for the upcoming bargaining for our contract set to expire on February 29, 2020. Bargaining surveys have been sent to the membership in late November and are due back in the Western Region Office by December 18th to be tallied by your bargaining committee. The results of these surveys will set our bargaining agenda priorities as we prepare to enter upcoming bargaining. Members should stay in contact with elected Union Officials for updates on upcoming mobilization activities as well as scheduled bargaining dates going forward. ■

### A PERSONAL HOLIDAY MESSAGE:

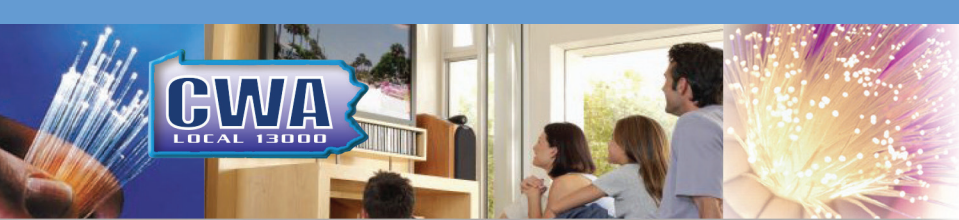
I would like to extend my sincerest wishes to all of you and your families for a Safe and Happy Holiday Season and a Happy New Year. It has been my pleasure to work with all of you over this past year and I look forward to continuing our fight for the advancement of our working families in 2020.

Happy Holidays,

Jeff Reamer  
Executive Vice President Local13000

*Visit the Employers' Page at [cwalocal13000.org](http://cwalocal13000.org) for all bargaining updates.*

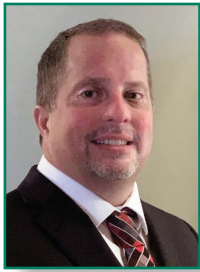




## WESTERN REGION UNIT PRESIDENTS

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



In 2019, it has been a busy and exciting year for all of us here in the Western Region. We continue to fight for a contract for Comcast workers at Corliss. We have had four meetings in the last two months and the main sticking point continues to be wages. Comcast

makes billions of dollars every quarter and still refuses to offer to our members a good wage increase. We have a direction that we will be going towards for our next bargaining sessions before the end of December that may get us to where we need to be. We will keep everyone updated as bargaining progresses.

Atlantic Broadband is our next contract that we have expiring in the beginning of 2020. I have met with the bargaining committee and we have sent out the bargaining surveys. Please get these back to the Western Region Office as soon as possible so we can start working on proposals for your new contract. I look forward to meeting with the members of Atlantic Broadband as we start bargaining on their new contract.

At Verizon, we have been busy as usual. We are continuing to work on the Executive Board grievances filed for the EVRC, FSC and the FNT's pertaining to schedules and other workplace issues. We have made some progress and have placed these grievances on the priority list to be heard in our District 2-13 office. We are dedicated to chipping away at all of these issues to make the offices a better place to work.

As a Board, we met with Yolanda Stencil the Vice President for Network Field Operations. We brought many issues to her including safety related vehicle issues, surplus issues, staffing in operations (SET and OPT's), other safety issues, Voice Connect, and the outlook for next year. I have been dealing directly with Dennis Klein, Director for Network Field Operations, for the vehicle issues and we

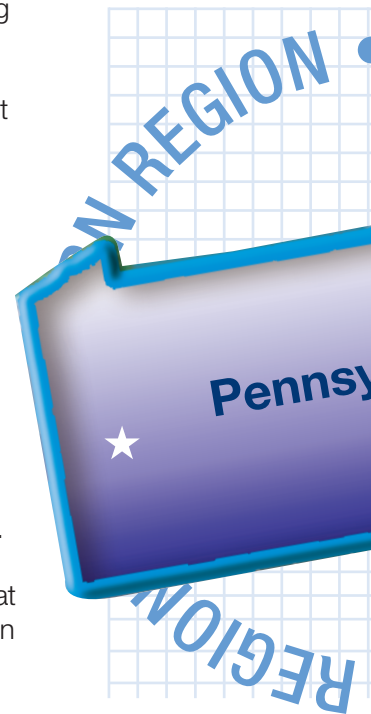
have finally been getting many items corrected. Regional garage building issues have also been corrected since our discussions at these higher levels in management. I am proud to say that some major issues that have been ignored at lower level management discussions have been corrected. This is the importance of letting your local representatives know what these issues are. Even though the process may seem like it takes some time to get corrected, we have been getting them done.

I have had the pleasure of meeting many of you at our Regional membership meetings. Some of these meetings we have had great attendance and at some we have had very little attendance. Please remember this UNION is only as strong as its membership. This is YOUR union! Do what you can to come out and have your voice heard

I would like to wish all of you and your families a Safe and Happy Holiday Season and a Happy New Year. It has been my pleasure to work with you all over this past year. I feel we have accomplished so much in this past year and know that we can accomplish so much more in the years to come. ■

*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	Dave Baker
Unit 21	Joe Kincade, Jr.	Unit 211	Wynnetta Ward
Unit 22	Joe Peruggia		

# CWALOCAL13000NEWS



## Eastern Region



Since January there has been multiple changes to the Unit leadership with some being more drastic than others. There have been 3 Unit President elections (2 from the same Unit several months apart) and more than ten changes to Unit Vice Presidents, Secretaries and Reps throughout 2019. At the time of this article, the final EISP numbers are not out, therefore the possibility of more Union official changes is absolutely possible. Regardless if the positions become available via retirement or for some other reason, the “step and fill” philosophy often referenced in football is also appropriate with Union officials. I believe that passion for the job coupled with the necessary guidance will provide the backbone for success. The Eastern Region Office will continue to adapt and fill vacated positions as they are needed to adequately serve its membership.

The FTTP build that launched Verizon's FIOS services began in 2004/2005 timeframe in the northern and western Suburbs and then worked its way east to the City of Philadelphia. This management decision caused more than 100 members to be forced into the City against their will. These transfers brought an undue burden on the members that is still lingering to this day. The 5G build that is taking place right now has started in the City of Philadelphia and appears to be working in the opposite direction of the FTTP build in the Eastern Region. Multiple job titles are busy with this work and according to company, plans for this work will continue well into 2020. I have had several

conversations with management with respect to the affected job titles and job assignments, with the hope that transfers if necessary, will remain on a volunteer basis so that 2010 is not mimicked. As of right now, the Eastern Region Office has been successful in keeping the moves minimized and will remain to do so.

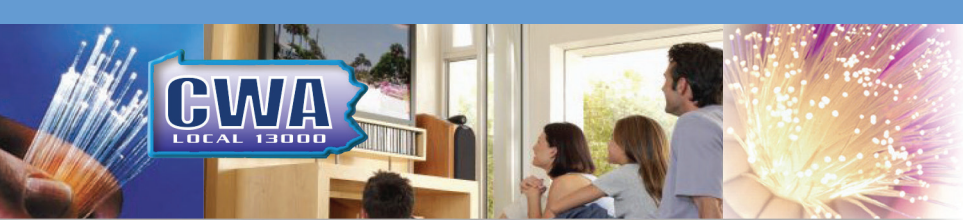
Regarding job titles, we need to make sure that the work we are assigned is consistent with the job title. We cannot allow the company to assign work because a title is too busy or because there is not enough work. The reason is the work will fluctuate over the course of the year or years, and technology will assist in the peaks and valleys associated with the work fluctuation. Our job as union members is to preserve our title integrity so that title jurisdiction is always maintained. CWA Local 13000 Members have been instrumental in doing this for years and we must keep this up since it has always been the company's intention to muddy the waters between titles.

As a reminder, any member that is looking to purchase haberdashery and is unable to travel to the Union office, there is a link that they can access through our Union website ([www.cwalocal13000.org](http://www.cwalocal13000.org)). In order to get to that page, you must have a member login, which you can obtain by clicking on the member login request link, once obtained, proceed to the Secure Member Login, and type in the password. The CWA Online store is on that page. The Union Shop is the supplier and they accept payments through the site and will deliver to your requested location.

Finally, I hope everyone has a safe and wonderful holiday season with their family and friends and a Happy New Year. ■

*In Unity,*

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



## WOMEN'S COMMITTEE

**Marisa MacCrory**, Moderator  
**Wynnetta Ward** (Unit 211 President)  
**Jaytricia Tremel** (Unit 111 President)  
**Dana Bialek** (Unit 54 VP)

## Fallen Soldiers & Fallen Members

*The burden of defending our nation historically has fallen most heavily on working Americans and the sons and daughters of working families. CWA members share a deep concern for the well-being of our service men and women and military families particularly since so many of our union brothers and sisters are now on active duty.*

As the holidays approach CWA is saddened by the fallen members, they once lost working in their line of work. CWA has lost some great members that have fought to keep the Labor Movement alive. We often recognize our members throughout the year for their continued effort in the fight with companies on having a better life now and in the future. CWA appreciates the members from the past that has helped lead us into battling the issues of the future. We can not thank the men and women members of the past for all that they have done for us or have accomplished before they were taken from us. I often wonder if we could do more for the members family, after members have lost their lives in their line of work.

During the holidays is one of the hardest times for loved ones, coping with the loss of a soldier can be unbearable. The Living Legends Team comforts the loved ones left behind when a warrior falls on the battlefield. The spouse of a fallen soldier registers with Soldiers' Angels, they are contacted to find out what type of support they would like to receive. As a team member of living legends, you will be passed on such requests for support and also asked to send letters and cards. The Living Legends Team goal is to make sure the families of America's fallen heroes know that they are supported and that their loved ones' sacrifices are honored and respected. They personalize sympathy cards to grieving families to convey their compassion and heavy hearts. The Living Legends Team mission is to ensure that the Fallen Soldiers are never forgotten.

CWA members can go to anyone of the links below to show either support or one of the two links to sign up to become a Soldier's Angel. We can help the Living Legends Team complete their mission by taking part in becoming a Soldier's Angel.

[www.operationwearehere.com](http://www.operationwearehere.com)

<https://soldiersangels.org/Living-Legends-Team.html>

<https://www.taps.org/>

### IN MEMORIAM

**Lois M. Allison,-Retiree**

Unit 57

Deceased June 26, 2019

**Virginia H. Beidler-Retiree**

Unit 33

Deceased October 12, 2019

**Robert R. Brown-Reitree**

Unit 51, Lucent

Deceased, October 23, 2019

**David M. Carrick-Retiree**

Unit 56-Brnach 02

Deceased May 21, 2019

**Lydianne Cucciardo-Retiree**

Unit 41, Branch 02

Deceased September 08, 2019

**Mary K. Fritzinger-Retiree**

Unit 33

Deceased November 01, 2019

**Charles L. Jennewine Jr-Retiree**

Unit 42, Branch 04

Deceased September 02, 2019

**Richard Kane-Retiree**

Unit 13, Branch 02

Deceased October, 2019

**Maxine Lauer-Kelley-Retiree**

Unit 56, Branch 02

Deceased May 10, 2019

**William V. Madine-Retiree**

Unit 57, Branch 04

Deceased August 04, 2019

**James Mayer-Member**

Unit 22, Branch 12

Deceased October 21, 2019

**Carl M. Postupack-Retiree**

Unit 33, Branch 03

Deceased, November 05, 2019

**Robert G. Rose-Retiree**

Unit 59, Branch 03

Deceased August 29, 2019

**Antonette M. Sacco-Retiree**

Unit 59, Branch 01

Deceased June 07, 2019





**Marisa MacCrory**  
Secretary-Treasurer



## LOCAL 13000 COMMUNICATIONS WORKERS OF AMERICA, AFL-CIO

### Statement of Assets, Liabilities and Net Assets

Year to Date  
as of September 30, 2019

#### ASSETS

##### General Fund

Cash - payroll . . . . .	\$ 0
Cash - operating sweep accounts . . . . .	326,652
Haverford - Money Market . . . . .	5,146
Total Cash . . . . .	<u>\$ 331,798</u>

##### Emergency Fund

Cash - Member Relief & Defense . . . . .	<u>\$ 1,973</u>
--	-----------------

##### Investments

U.S. Government and Securities . . . . .	\$ 726,766
Common Stock . . . . .	2,289,226
Haverford Corp Obligations . . . . .	1,725,744
Mutual Funds . . . . .	166,486
Haverford CD . . . . .	170,000
Haverford Fed Prime MM . . . . .	115,148
Total Investments . . . . .	<u>\$ 5,193,370</u>

##### Property & Equipment

Western Region Building, Land & Improvements . . . . .	\$ 289,060
Philadelphia Building, Land & Improvements . . . . .	2,690,695
Furniture and Equipment . . . . .	158,311
Computer Equipment . . . . .	153,679
Less Accumulated Depreciation . . . . .	<u>(2,153,443)</u>
Total Property & Equipment . . . . .	<u>\$ 1,138,302</u>

##### Other Assets

Pittsburgh Inventory . . . . .	\$ 31,586
Philadelphia Inventory . . . . .	26,477
Total Assets . . . . .	<u>\$ 58,063</u>

**Total Assets . . . . . \$ 6,723,506**

#### LIABILITIES AND NET ASSETS

Payroll Withholding . . . . .	\$ 15,870
Net Assets - unrestricted . . . . .	6,707,636

**Total Liabilities and Net Assets . . . . . \$ 6,723,506**

### Statement of Revenue, Expenses and Changes in Net Assets

Year to Date  
as of September 30, 2019

#### Revenues

Dues . . . . .	\$ 2,874,954
Dues - other employees . . . . .	9,445
Interest Income . . . . .	66,392
Dividend Income . . . . .	50,517
Gain & Loss on sales of securities . . . . .	20,726
Unrealized Gains/Losses . . . . .	178,162
Sale of Prom. Inventory . . . . .	7,001
Reimburse Officer Expense . . . . .	24
Reimburse wages - Arbitration . . . . .	4,155
Reimburse Expenses - Arbitration . . . . .	902
Reimburse wages - Organizing . . . . .	105,819
Reimburse wages - Bargaining . . . . .	2,674
Reimburse wages - Mobilizing . . . . .	67,205
Reimburse wages - Education . . . . .	21,370
Reimburse Expenses - Bargaining . . . . .	373
Reimburse Expenses - Organizing . . . . .	13,303
Reimburse Expenses - Mobilization . . . . .	19,494
Reimburse Expense - Education . . . . .	3,588
Reimburse Expenses - Board . . . . .	449
Reimburse Travel Hotel & Rest . . . . .	3,327
Reimburse Office Exp & Supplies . . . . .	1,849
Reimburse Postage & Delivery . . . . .	7,892
Reimburse Mailing Expense . . . . .	2,942
Reimburse Wages - Eastern Region . . . . .	824
Reimburse Wages - Western Region . . . . .	107
Reimburse Wages - Board . . . . .	334
Reimburse Convention Expense . . . . .	7,099
Reimburse American Express Bill . . . . .	2,385
Reimburse Utilities . . . . .	375
American Express Refund Income . . . . .	2,593
Telephone refund . . . . .	2
All Fines Income . . . . .	244
1st Floor Rental Income . . . . .	85,889
Investment Fees . . . . .	(57,612)
Accrued Interest Paid . . . . .	0
Employer W/H Tax Refund . . . . .	3,097
Utilities refund . . . . .	31
Payroll voided check income . . . . .	244
Payroll tax refunds . . . . .	1,871
Refund Payroll Fees . . . . .	21,745
Local tax refund from ADP . . . . .	90
Miscellaneous Income . . . . .	538
Insurance Refunds . . . . .	66
Discounts . . . . .	<u>(88)</u>
<b>TOTAL REVENUES . . . . .</b>	<b>\$ 3,532,397</b>

(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)

**Year to Date  
as of September 30, 2019**

#### Expenses Paid

##### Salaries

Executive President, Vice President & Treasurer	\$ 384,891
Eastern Region Vice President Salary	115,509
Western Region Vice President Salary	99,410
Eastern Region Salary	136,386
Western Region Salary	145,776
Executive Board Committees Salary	28,434
Unit Business Salary Eastern Region	77,394
Unit Business Salary Western Region	66,284
Eastern Region Staff Salary	121,084
Western Region Staff Salary	129,100
Executive Board Staff Salary	185,703
Education Salary	56,686
Organizing Salary	111,526
Mobilization Salary	63,495
Bargaining Salary	11,849
Eastern Region Convention Salary	25,463
Western Region Convention Salary	33,309
Labor Day Salary - Eastern Region	320

##### Regional Allowances & Reimbursements

Eastern Region Allowance	8,856
Western Region Allowance	9,849
Local Business Allowance	8,737
Unit Business Allowance - Eastern	4,465
Unit Business Allowance - Western	9,553
Eastern Region Reimburse Expense	10,852
Western Region Reimburse Expense	13,721
Local Business Reimburse Expense	14,732
Unit Business Reimburse - Eastern	13,713
Unit Business Reimburse - Western	10,139

##### Convention Allowances & Reimbursements

Eastern Region Convention Allowances	4,260
Western Region Convention Allowance	4,094
Executive Brd Convention Allowance	1,707
Eastern Region Convention Reimburse Expense	2,843
Western Region Convention Reimburse Expense	5,984
Executive Board Convention Reimburse Expense	609
Convention Miscellaneous Expense	2,075

##### Education Allowances & Reimbursements

Education Allowance	7,782
Education Reimburse Expense	10,382
Education Miscellaneous Expense	10,785

##### Organizing Allowances & Reimbursements

Organizing Allowance	505
Organizing Reimburse Expense	12,004

##### Mobilization Allowances & Reimbursements

Mobilization Allowances	737
Mobilization Reimburse Expense	17,551
Mobilization Misc Expense	436

#### Bargaining Allowances & Reimbursements

Bargaining Allowance	\$ 4,301
Bargaining Reimburse Expense	4,330

#### Subscription & Membership

Subscription Eastern Region	356
Subscription Western Region	234
Subscription Exective Board	5,402
Membership - AFL-CIO	32,206
Membership Eastern Region	8,429
Membership Western Region	10,005

#### Registration

Eastern Region	540
Western Region	900
Executive Board	3,335

#### Meeting Hall Rental

Eastern Region	2,192
Western Region	3,250
Executive Board	100

#### Travel, Hotels & Restaurant

Eastern Region	6,598
Western Region	14,278
Executive Board	43,536
Bargaining	16,655
Convention	55,244
Education	24,816
Organizing	2,857

#### Telephone

Eastern Region	13,169
Western Region	13,542
Executive Board	13,520

#### Utilities

Philadelphia - Utilities	18,532
Western Region - Utilities	5,475
Water & Sewer - Philadelphia	3,124
Water & Sewer - West	2,019

#### Building Maintenance

Philadelphia Building Maintenance	20,200
Western Region Building Maintenance	5,211
Protection - 3rd floor	5,719
Protection - Eastern Region	25
Sanitation - Western Region	7,656

#### Printing & Typing

Board	8,030
Eastern Region	517
Western Region	486
CWA 13000News	32,650

#### Office Supplies

Board	8,709
Eastern Region	10,156
Western Region	7,421

#### Office Expense

Board	281
Eastern Region	148



## LOCAL 13000 COMMUNICATIONS WORKERS OF AMERICA, AFL-CIO

Western Region .....	\$ 148
Labor Day Expense - Eastern Region .....	4,323
Labor Day Expense - Western Region .....	3,095
<b>Postage &amp; Delivery</b>	
Board .....	13,767
Eastern Region .....	6,531
Western Region .....	9,325
Equip Leasing & Services .....	
Equipment Leasing - Board .....	18,989
Equipment Leasing - Eastern Region .....	18,981
Equipment Leasing - Western Region .....	15,693
Equipment Service - Western Region .....	855
Equipment Maintenance - Western Region .....	542
<b>Real Estate Tax</b>	
Philadelphia .....	37,794
Western Region .....	7,720
<b>Professional Fees</b>	
Legal .....	38,662
Accounting .....	34,390
Miscellaneous .....	2,881
Money Management .....	9,600
<b>Contribution</b>	
Board .....	6,692
<b>Other</b>	
Sympathy-Board .....	1,113
Service Charge .....	4,414
Bonds & Insurance .....	49,767
Cost of Goods Sold .....	7,373
Unemployment & SS Taxes .....	162,507
Employee Benefits .....	88,958
Payroll Savings - Employer .....	43,222
Payroll processing fees .....	49,474
Misc. Expense .....	2,583
Pension Funding .....	166,075
Computer Work - Western Region .....	4,199
Computer system .....	27,786
<b>Depreciation of furniture &amp; equipment</b>	
Depreciation - Philadelphia .....	98,083
<b>Total Expenses Paid .....</b>	<b>\$ 3,330,686</b>
Change in Net Assets .....	201,711
Net Assets - Unrestricted at beginning of period .....	(6,505,925)
<b>Net Assets Unrestricted at end of period .....</b>	<b>\$ 6,707,636</b>

## Schedules of Expenditures – Modified Cash Basis

Year to Date  
as of September 30, 2019

### Expenses Paid

#### Salaries

Executive President, Vice President & Treasurer .....	\$ 384,891
Eastern Region Vice President Salary .....	115,509
Western Region Vice President Salary .....	99,410
Eastern Region Salary .....	136,386
Western Region Salary .....	145,776
Executive Board Committees Salary .....	28,434
Unit Business Salary Eastern Region .....	77,394
Unit Business Salary Western Region .....	66,284
Eastern Region Staff Salary .....	121,084
Western Region Staff Salary .....	129,100
Executive Board Staff Salary .....	185,703
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Organizing Salary .....	111,526
Mobilization Salary .....	63,495
Bargaining Salary .....	11,849
Eastern Region Convention Salary .....	25,463
Western Region Convention Salary .....	33,309
Labor Day Salary - Eastern Region .....	320

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Western Region Allowance .....	9,849
Local Business Allowance .....	8,737
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Local Business Reimburse Expense .....	14,732
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Convention Miscellaneous Expense .....	2,075

#### Education Allowances & Reimbursements

Education Allowance .....	7,782
Education Reimburse Expense .....	10,382
Education Miscellaneous Expense .....	10,785

#### Organizing Allowances & Reimbursements

Organizing Allowance .....	505
Organizing Reimburse Expense .....	12,004

#### Mobilization Allowances & Reimbursements

Mobilization Allowances .....	737
Mobilization Reimburse Expense .....	17,551
Mobilization Misc Expense .....	436

(continued on page 14)





## LOCAL 13000 COMMUNICATIONS WORKERS OF AMERICA, AFL-CIO

### Schedules of Expenditures – Modified Cash Basis

(continued from page 13)

**Year to Date  
as of September 30, 2019**

#### Bargaining Allowances & Reimbursements

Bargaining Allowance .....	\$ 4,301
Bargaining Reimburse Expense .....	4,330

#### Subscription & Membership

Subscription Eastern Region .....	356
Subscription Western Region .....	234
Subscription Exective Board .....	5,402
Membership - AFL-CIO .....	32,206
Membership Eastern Region .....	8,429
Membership Western Region .....	10,005

#### Registration

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Western Region .....	900
Executive Board .....	3,335

#### Meeting Hall Rental

Eastern Region .....	2,192
Western Region .....	3,250
Executive Board .....	100

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Western Region .....	14,278
Executive Board .....	43,536
Bargaining .....	16,655
Convention .....	55,244
Education .....	24,816
Organizing .....	2,857

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Western Region .....	13,542
Executive Board .....	13,520

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Western Region - Utilities .....	5,475
Water & Sewer - Philadelphia .....	3,124
Water & Sewer - West .....	2,019

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Philadelphia Building Maintenance .....	20,200
Western Region Building Maintenance .....	5,211
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Protection - Eastern Region .....	25
Sanitation - Western Region .....	7,656

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Board .....	8,030
Eastern Region .....	517
Western Region .....	486
CWA 13000News .....	32,650

#### Office Supplies

Board .....	8,709
Eastern Region .....	10,156
Western Region .....	7,421

#### Office Expense

Board .....	\$ 281
Eastern Region .....	148
Western Region .....	148
Labor Day Expense - Eastern Region .....	4,323
Labor Day Expense - Western Region .....	3,095

#### Postage & Delivery

Board .....	13,767
Eastern Region .....	6,531
Western Region .....	9,325

#### Equip Leasing & Services

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Equipment Leasing - Eastern Region .....	18,981
Equipment Leasing - Western Region .....	15,693
Equipment Service - Western Region .....	855
Equipment Maintenance-Western Region .....	542

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Philadelphia .....	37,794
Western Region .....	7,720

#### Professional Fees

Legal .....	38,662
Accounting .....	34,390
Miscellaneous .....	2,881
Money Management .....	9,600

Contribution .....	
Board .....	6,692

#### Other

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Service Charge .....	4,414
Bonds & Insurance .....	49,767
Cost of Goods Sold .....	7,373
Unemployment & SS Taxes .....	162,507
Employee Benefits .....	88,958
Payroll Savings - Employer .....	43,222
Payroll processing fees .....	49,474
Misc. Expense .....	2,583
Pension Funding .....	166,075
Computer Work - Western Region .....	4,199
Computer system .....	27,786

#### Depreciation of furniture & equipment

Depreciation - Philadelphia .....	98,083
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<b>Total Expenses Paid .....</b>	<b>\$ 3,330,686</b>
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## LOCAL 13000 COMMUNICATIONS WORKERS OF AMERICA, AFL-CIO

### CWA Local 13000 Emergency Fund

	Shares	Unit Cost	Total Cost	as of 09/30/19 Current Mkt Value
<b>Money Market - Taxable - Standard</b>				
Federated Govt Obligations	115,147.95		\$ 115,147.95	\$ 115,147.95
<b>Equity Domestic</b>				
Air Prods & Chems Inc Com	277	\$ 156.63	\$ 43,386.29	\$ 61,455.22
Apple Inc Com	570	71.41	40,705.72	127,662.90
Baxter Intl Inc Com	652	36.58	23,852.37	57,030.44
Becton Dickinson & Co Com	237	52.38	12,414.06	59,951.52
Blackrock Inc	163	152.66	24,883.92	72,639.32
CVS Health Corporation	1,692	54.87	92,843.62	106,714.44
Coca Cola Co Com	916	21.41	19,611.56	49,867.04
Comcast Corp New - Cl. A	2,260	27.75	62,716.42	101,880.80
Disney Walt Co Com Disney	785	19.4	15,227.75	102,301.20
Dollar General Corp	290	117.81	34,165.39	46,092.60
Dupont De Nemours INC	362	30.6	11,078.41	25,814.22
Emerson Elec Co Com	510	72.54	36,995.50	34,098.60
Exxon Mobil Corp Com	574	32.73	18,784.18	40,530.14
FedEx Corp Com	465	185.11	86,076.88	67,690.05
Honeywell Intl Inc Com	150	139.29	20,894.01	25,380.00
Intl Flavors & Fragrances	200	126.31	25,261.72	24,538.00
JPMorgan Chase & Co Com	883	40.62	35,863.89	103,920.27
Johnson & Johnson Com	707	62.28	44,032.32	91,471.66
Lowes Cos Inc Com	650	83.97	54,582.06	71,474.00
Mastercard Inc Class A	594	75.41	44,793.95	161,312.58
Microsoft Corp Com	1,044	74.16	77,425.13	145,147.32
Oracle Corp Com	887	37.76	33,489.75	48,811.61
Pepsico Inc Com	650	53.92	35,048.00	89,115.00
S&P Global Inc	239	187.63	44,843.93	58,550.22
SPDR Tr Unit Ser 1	213	204.44	43,546.78	63,212.01
Starbucks Corp	830	58.12	48,238.18	73,388.60
TJX Cos Inc New Com	2278	24.02	54,721.58	126,975.72
US Bancorp Del Com New	1682	55.02	92,542.42	93,081.88
United Technologies Corp	645	32.48	20,947.57	88,055.40
Unitedhealth Group Inc Com	327	57.19	18,701.09	71,063.64
iShares S&P Midcap 400 Index	408	144.24	58,851.92	78,837.84
iShares S&P Smallcap 600 Fnd	1126	55.44	62,423.19	87,647.84
<b>Domestic Total</b>	<b>23266</b>		<b>\$ 1,338,949.56</b>	<b>\$ 2,455,712.08</b>

### CWA Local 13000 Emergency Fund

	Shares	Unit Cost	Total Cost	as of 09/30/19 Current Mkt Value
<b>Fixed Income</b>				
<b>Corporate Bonds &amp; Notes</b>				
3M Company 3.0% 8/7/25	100,000	\$ 99.12	\$ 99,117.00	\$ 104,643.30
AT&T Inc 3.00% 2/15/22	35,000	98.66	34,532.46	35,763.63
Amazon.Com Inc 3.8% 12/5/24	85,000	101.66	86,409.38	92,443.03
American Express Co 2.65%B 12/2/22	75,000	101.33	76,000.84	76,149.68
Apple Inc 2.40% 5/3/23	75,000	90.35	67,764.75	76,245.60
Bank of America Corp 4.125% 01/22/24	85,000	103.97	88,371.18	91,505.14
Berkshire Hathaway 3.50% 2/1/25	50,000	103.01	51,504.87	52,926.65
Blackrock Inc 3.375% 6/1/22	85,000	101.98	86,681.23	88,478.20
CVS Health Corp 3.35% 3/9/21	90,000	99.51	89,563.23	91,445.22
Caterpillar Finl SE 2.85% 6/1/22	75,000	101.38	76,032.11	76,557.60
Chevron Corp 2.566% 5/16/23	95,000	99.63	94,643.88	96,985.50
Comcast Corp 3.375% 8/15/25	85,000	100.89	85,760.12	89,762.47
FFCB 2.22% 3/4/24	100,000	100.00	100,000.00	99,937.50
General Electric Cap Corp 3.10% 1/9/23	50,000	100.30	50,148.97	50,644.85
Gilead Sciences Inc 3.5% 2/1/25	60,000	103.59	62,155.60	63,379.08
Home Depot Inc 4.40% 4/1/21	100,000	102.21	102,206.87	103,198.60
JPMorgan Chase & Co 2.55% 10/29/20	70,000	100.71	70,498.04	70,359.73
McDonalds Corp 3.625% 5/20/21	100,000	101.73	101,732.92	102,623.90
PNC Financial Services 3.45% 4/23/29	100,000	104.76	104,756.00	106,674.20
Pepsico Inc 2.75% 4/30/25	85,000	97.27	82,679.74	88,174.84
<b>Fixed Income</b>				
<b>Corporate Bonds &amp; Notes</b>				
Wells Fargo & Co 3.30% 9/9/24	65,000.00		\$65,774	\$67,846
<b>Corporate Bonds &amp; Notes Total</b>	<b>1,665,000.00</b>		<b>\$ 1,676,333</b>	<b>\$ 1,725,744</b>
<b>U.S. Treasury Bonds &amp; Notes</b>				
US Treasury N/B 1.625% 2/15/26	300,000.00		\$ 298,394	\$ 300,141
US Treasury Note 2.00% 11/15/21	175,000.00		173,506	176,313
US Treasury Note 2.25% 2/29/20	250,000.00		249,347	250,313
<b>U.S. Treasury Bonds &amp; Notes Total</b>	<b>725,000.00</b>		<b>721,247</b>	<b>726,766</b>
<b>Fixed Income Total</b>	<b>2,390,000.00</b>		<b>\$ 2,397,580</b>	<b>\$ 2,452,510</b>
<b>Asset Total</b>	<b>2,528,413.95</b>		<b>\$ 3,851,678</b>	<b>\$ 5,023,370</b>

### CWA Local 13000-Operating Account

	Shares	Total Cost	as of 09/30/19 Current Mkt Value
<b>Certificates of Deposit</b>			
Haverford Trust CD 2.10% 11/27/2019	\$ 60,000	\$ 60,000	\$ 60,000
Haverford Trust CD 2.15% 11/16/2019	50,000	50,000	50,000
Haverford Trust CD 2.15% 11/19/2019	60,000	60,000	60,000
<b>Certificates of Deposit Total</b>	<b>\$ 170,000</b>	<b>\$ 170,000</b>	<b>\$ 170,000</b>
<b>Money Market - Taxable - Standard</b>			
Federated Govt Obligations	\$ 5,146	\$ 5,146	\$ 5,146
Cash Equivalents Total	\$ 175,146	\$ 175,146	\$ 175,146
<b>Asset Total</b>	<b>\$ 175,146</b>	<b>\$ 175,146</b>	<b>\$ 175,146</b>



*Wishing the Membership  
of CWA Local 13000  
Our Friends and Your Families  
a Safe and Blessed Season  
and All Good Things in 2020!*

**James J. Gardler, President**  
**Jeff C. Reamer, Executive Vice President**  
**Marisa MacCrory, Secretary-Treasurer**  
**Richard R. Dezzi, Vice President, Eastern Region**  
**Gregg Bialek, Vice President, Western Region**