



January/February Volume 78, Issue 1 2018

• 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

CWA STRONG is a term that many of you will hear as we move forward in our fight to protect the rights of workers across the country. CWA STRONG is a bold plan to reach out to every member, strengthen the union at all levels and increase our capacity to fight back. The delegates to the 2017 National convention passed a resolution that outlines the major threats we face and what we must do to prepare as a Local for the fight. Recently, at events throughout the T&T office, the CWA mobility conference and District 2-13 Local Officer Training, the CWA STRONG message was a major topic of discussion. Preparations are being made to educate and conduct internal organizing drives to spread the message to everyone in the CWA across the country. All across the country rallies will be occurring in various locations, including right here in Philadelphia, in advance of oral arguments in the Janus vs. AFSCME case before the United States Supreme Court. On February 24th, union members from all over the area will be coming together in Philadelphia to show support for one another in what we expect to be one of the many attacks on working men and women in this country. This attack on the members of AFSCME and Public Sector Unions, including the CWA, will affect their representation and the quality of life of these hard working men and women. We need to show that we are CWA STRONG and come out on the 24th and



stand with our brothers and sisters in this battle. The Philadelphia Rally will take place at 10 AM at the Thomas Paine Plaza located at 1400 JFK Boulevard. We are calling on all CWA active and retired members to make every effort to attend this event. There are over 2 dozen court cases attacking

collective bargaining rights making their way to the Supreme Court to face a majority of justices that are hostile to working men and women. Bargaining good contracts is tougher than ever across every industry. We are at risk of losing decades of gains in safety and health, fair wages and overtime, the right to collective action and much more. The attack on unions is unprecedented and we must increase our power to withstand these blows, and we can start by coming together on February 24th.

Congratulations to all of our AT&T Mobility members on their recent ratification of the Orange Contract. The turnout was tremendous and the support that you have shown the bargaining team is a credit to the long hours that were spent fighting to get this contract.

The Local is currently in the process of setting up training classes for all of our newly elected Unit officers and branch representatives. We anticipate having this complete by early March so that each of the new representatives can focus on holding the employers accountable to the negotiated collective bargaining agreements. Multiple dates are being finalized and

(continued on page 2)

Message from the President

(continued from page 1)

notices will be sent out with the information to give everyone who will be attending ample time to make arrangements to be in attendance.

Over the last few weeks there has also been a lot of activity with Verizon. Recently there was an announcement that the company would be giving all of the employees 50 shares of restricted stock units. The Local and the District have reviewed the documents regarding this offer and have provided this information to the Unit officers and Reps. Should you have any questions, contact your Representative or your Regional Office. On a different front, the Local has gotten word back from the arbitrator who ruled in our favor over the company directly shipping set top boxes for FiOS to customers in Pennsylvania. The arbitrator did not waiver from her original decision and informed the company that their action violated our CBA. We are currently reviewing the award and are awaiting further discussion with the District and Verizon on the next step following the arbitrator's decision. Once more information becomes available we will communicate it throughout the state.

"The time is always right to do what is right."

—Dr. Martin Luther King, Jr.

See you on February 24th in Philadelphia. ■

In Unity,



James J. Gardler
President CWA Local 13000

IN MEMORIAM

Irene Ackerman – Retiree

Unit 111 Branch 02
Deceased

Alfred H. Scholtz, Jr – Retiree

Unit 15, Branch 06
Deceased

Ralph Bessinger – Retiree

Unit 25, Branch 04
Deceased November 18, 2017

K. E. Remsnyder – Retiree

Unit 35, Branch 01
Deceased May 31, 2017

Walter R. Butkus, Jr. – Retiree

Unit 57, Branch 05
Deceased December 29, 2017

William F. Spolnik – Retiree

Bell Telephone
Unit 44 Carnegie PA
Deceased December 24, 2017

Richard Facinelli – Retiree

Unit 33, Branch 01
Deceased November 20, 2017

Charles E. Strawser – Retiree

Bell Telephone
Unit 22
Deceased January 05, 2018

Donald A. Hopkins – Retiree

Unit 34, Branch 04
Deceased January 02, 2018

Robert Stanton – Retiree

Unit 25, Branch 05
Deceased September 17, 2017

W A Lauffenburger – Retiree

Unit 56, Branch 01
Deceased December 13-2017

Richard W. Zug – Retiree

Unit 32, Branch 07
Deceased January 14, 2018

Donald JB Ludwick – Retiree

Unit 21, Branch 01
Deceased



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CWA Local 13000 Executive Office
2124 Race Street, 3rd Floor
Philadelphia, PA 19103
215-564-6169
Volume 78, Issue 1

EXECUTIVE BOARD

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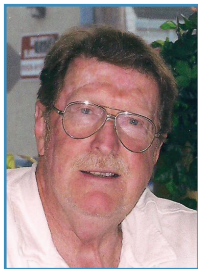
James J. Gardler, Editor **Elaine Bell, Assistant Editor**





Grey Matters RAY BUNTING

Tax and Circumstances



The new tax plan is rolling out and we all want to know how we will be affected. At first glance, allowing a higher standard deduction would be good for me. My mortgage is paid, I have no debt and my property taxes are lower than some States. This makes paying my taxes less complicated. For a

lot of members debt, high medical expenses and college bills make the tax situation more complicated and possibly more expensive. Having a professional do your taxes may be worthwhile. Every time the tax laws are "simplified," they become way more complicated!

The optimistic forecast that we will all be so happy with the new tax plan and be "better off" will have to wait till it all rolls out and we see how much better it is. A lot of the tax plan has "one time" clauses or will expire some years later. Another part of the plan, for the mega companies, the cut from 35% to 20% does not kick in until next year. The corporate bonuses, for instance, are a one time for the corporation and a tax write-off, whereas a wage increase would be permanent.

A long view of the tax plan and the corporate mentality can yield a possible view of the direction the 1% wants to go! A look back to when the first Bush was President and he said, "Read my lips, no new taxes." When he raised taxes, Clinton won the next election - lesson learned, don't raise taxes. This new tax plan will wind up costing us eventually. Our debt will increase, and, in the worst-case scenario, our grandchildren will be buried in debt. Pension plans are a fixed cost that employers want to eliminate — that includes Social Security. I was surprised that even the Armed Forces of The United States want to have a 401K and eliminate pensions. Having a pension was always an enticement for serving 20 years! This may become a recruitment problem in the future. The corporate mentality leaves no stone overturned to reduce "fixed costs." The problem they don't see

is if everyone is a "temp," then you have no loyalty from your temporary employees. In the long view, plans like this cannot succeed!

Looking forward with the long view does not bode well for the workers and the only representation we have that looks out for our future are the unions. The reason: unions represent us, and we are their source of income. If we are growing and earning life is good for all of us. The cost of running for a congressional seat that is unopposed is about \$7 million. Congressmen are practically surrounded by lobbyists as soon as they step off the plane in DC. In an election when the congressional seat is contested, the price goes up astronomically. Big money is the name of the game! Our advantage is numbers. We cannot let the purveyors of hate and lies deceive us into voting against our best interests! All of us that have to earn a living must join together and not lose sight of our common objective, a good job with benefits, security and a pension.

Our union is on the right track and fighting for us! The CWA strong campaign is looking at all the corporate strategies to defeat us, eliminating regulations that protect workers, voting regulations that make it harder to vote and attacking workers freedom to join unions! All of us must join together and vote. We can easily see that the 1% will resist our every effort and we must be ready to protest and rally whenever we are asked! ■

Yours Fraternally,

Ray Bunting
President RMC13021

CWA LOCAL 13000 VETERANS COMMITTEE ACTIVITIES

National Wreaths Across America Day

On December 16, 2017, over twenty CWA members—active, retired, family and friends participated at one of the 1,422 locations honoring our fallen Veterans. It was another cold snowy day but that did not stop hundreds of the volunteers who joined with us. There were over 9,600 wreaths distributed with one placed on each grave reciting the names of each soldier as the wreath was placed. Volunteers came from all walks of life. Active military and retired members with so many other family members who lost loved ones shared a part of their day. So many people who simply cared and wanted to attend this heart moving and memorable event.

I urge everyone to consider sharing some of your day to honor our veterans this December. It does not take a lot of your time, but will truly warm your heart.

Thank you to all CWA volunteers who came to honor an American Hero — one by one.

CWA LOCAL 13000 VETERANS COMMITTEE



VOLUNTEERS:

Nichole, Harper & Ella Chimenti; Rhonda Galway; Susan Marshall & Bill Podbensek; Tom Crawford; Dave Evans; Scott, Angel, Ryan & Jeremy Efferin & Lori Bianco; Pat & Bob Goodall; Fred Kennedy; Steve Yeager & Gabby Yeager, who was home on leave from the Navy in Bremerton, Washington CSSN USS Nimitz CVN 68. There were other CWA members present but we could not find everyone. We were also joined by a handful of Pittsburgh Steelers who made a large contribution to this great cause.



CWA LOCAL 13000 VETERANS COMMITTEE ACTIVITIES

Annual New Coat Drive



The Local Buzz The Local Buzz The Local Buzz



*Report of Executive
Vice President,
Jeff Reamer*

VERIZON

As anticipated, the reorganization that became effective in January of this year has placed all of our Outside plant members under the same VP of Field Operations. This will hopefully prove to be a positive step in standardizing the day to day operating procedures across the state as a whole for our outside plant members rather than the previous drastic differences we saw when the State was split into two separate organizations.

On the arbitration front, our arbitration win over the Company direct mailing set-top boxes that was previously ruled on and resulted in a cease and desist order from the arbitrator has gone to the remedy hearing as was outlined in the original award. The arbitrator's ruling at that remedy hearing was again in our favor. The District is in the process of evaluating the arbitrator's award and we are now waiting on a response from the Company. Updates on this issue will be relayed as they unfold. Also, the statewide grievance filed over the force transfer of our Verizon Business NIT technicians which is in direct violation of the Verizon Business Agreement has been scheduled for arbitration to be heard on May 24, 2018. Technicians should continue to keep elected Union officials up to date on any further issues or changes in working conditions resulting from these transfers. ■

CONSOLIDATED COMMUNICATIONS (CLEC)

Bargaining preparations are in full swing for the upcoming bargaining for our Unit 104 members whose contract is set to expire on February 28, 2018. Bargaining survey results have been received by the membership by way of a membership meeting held on January 29, 2018. A Bargaining Committee meeting was held to set our agenda for bargaining based on the results of those surveys. The process of securing bargaining dates with the Company was done and bargaining is set to begin on February 7, 2018. Members should continue to stay in contact with elected Union officials for updates on bargaining and actions needed going forward. ■

AT&T MOBILITY

After over 11 months of bargaining that began back in late January of 2017, a Tentative Agreement was reached with AT&T Mobility on December 13, 2017, for all our members covered under the "Orange" contract. This 4-year tentative agreement was the direct result of the unprecedented ongoing mobilization efforts done by our membership and their unwavering commitment to support our bargaining team. The likes of which AT&T Mobility has never seen before. Highlights of the agreement include compounded wage increases totaling 10.1% over the life of the agreement, retroactive pay dating back to 2/12/2017 and a \$1,000 ratification bonus. The agreement includes adjustments to the "at-risk" commissions for our RSC's by moving \$2,500 into their base pay, making it guaranteed pay rather than "at-risk". Improvements were also made on contractual provisions covering on call duty, relief differential, observation limits on the sales floor for retail and call monitoring limits in the call centers. Additional enhancements were also made to the Company's attendance plan, as well as, contractual provisions governing time off for union



The Local Buzz The Local Buzz The Local Buzz

activities, grievance process, hours of work under temporary conditions, force adjustment language, severance pay, seniority and non-discrimination. New, unprecedented contractual provisions in the wireless industry were secured that include a Call Share Agreement that guarantees the level of calls handled by our membership in the “Orange” contract, a Job Security Agreement that protects our members with a guaranteed job offer in the event of a surplus in retail or in the call center, and two agreements covering our technicians. The first is a negotiated trial to bring the Small Cell Aerial work to our technicians and the second covers seniority protections related to workforce imbalance situations. For the first time in “Orange” bargaining, healthcare was on the table as a result of the provisions contained in the National Bargained for Benefits Plan agreement to “unwind” in 2020 and roll healthcare bargaining back into each individual contract across the country. As a result, negotiations for healthcare for 2021, the final year of the contract were on the table. Your bargaining team was able to negotiate minimal out of pocket increases in terms of cost share averaging between a \$3 to \$7 increase depending on the benefits option selected by our members and keep the plan design totally unchanged for both Option 1 and Option 2 plans. Ratification ballots were sent to the membership across all 36 states and on January 12, 2018, the members overwhelmingly ratified this new agreement into contract. The new contract is now in effect until February 12, 2021. Our work does not end with this ratification, now comes the daily task of enforcing those provisions attained in bargaining. ■

being declared by the Company after the last 2 tentative agreements were voted down by the membership, our bargaining team was able to secure additional provisions at the table and secure this new tentative agreement. Ratification ballots were sent to the membership across all CWA Locals affected and on December 19, 2017, this agreement was ratified by the membership. ■

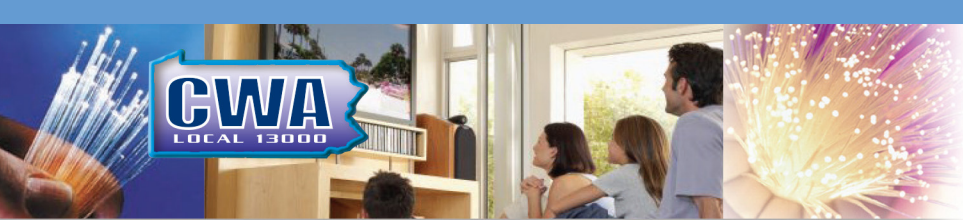
Upcoming 2018 Contract Expirations:

Consolidated Communications(CLEC) – 2/28/18
 AT&T (Legacy T) – 4/12/18
 AVAYA – 6/14/18
 Windstream (Brookville, Enon Valley, Knox) – 9/30/18
 Windstream (Kittanning, Murrysaville) – 9/30/18
 Windstream (Ridgway) – 9/30/18
 Windstream (Muncy, Lansford) – 9/30/18
 American Red Cross – 9/30/18
 R.S. Bellco Credit Union – 12/31/18
 Comcast (South Hills Clerical) – 12/31/18
 Newtown Township Firefighters – 12/31/18
 Newtown Township Municipal Workers – 12/31/18

WINDSTREAM

On November 16, 2017, with the assistance of a Federal Mediator, a new tentative agreement was reached with the Company at the National level through our T&T office in Washington D.C. on the Windstream Pension Plan bargaining that has been ongoing over the course of the last year. Facing the potential of impasse

*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	Gregg Bialek	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



As 2018 gets underway, our first priority will be training all new officers and representatives across the state. With many changes at every position, we must educate these new leaders to better prepare them for the many challenges that they will face in the coming years

both within the companies we represent and with the uphill battle that we face in our political climate. If you are not sure who your officers and representatives are, take a minute and find out. They are your leaders and they will be providing you information about what is going on in the Union for the next three years, as well as, processing your grievances.

We have started bargaining with Consolidated Communication for our CLEC group in Gibsonsia, PA and the company has stated they have nothing big to bring to the table. I don't believe it since the last time we negotiated with Consolidated, they waited until late in bargaining to drop a bomb at the table. This makes this, as with all bargaining, interesting knowing we cannot trust the company before, during or after bargaining.

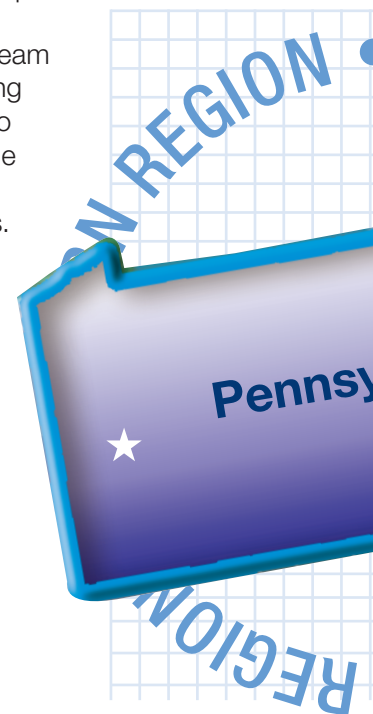
At the Red Cross, we are moving forward with meetings and grievances regarding attendance points. The company has decided not to notify the membership when they receive attendance points stating, "it's the staff's responsibility to understand the current attendance policy," basically disciplining you without any notification. The Red Cross tracks everything that we do and they have an obligation to notify each and every member when they are doing something wrong. The entire reason for an attendance point system or any other tracking is to help improve the member's behavior, not simply discipline the member behind closed doors. If they are not informing the member about their attendance points, what else are they putting in your

file that we know nothing about? As I stated, we are continuing to fight this practice. We bargained Article 6-Labor Management Partnership in the National Addendum. This practice violates the true intent of that Article, so we are working to stop this practice, so they again notify our members, as they are required to.

Our fight with Windstream is ongoing. They continue to force our CSTs to work overtime while they offer early retirement packages to other workgroups. Those other workgroups are trained and capable to help alleviate the workload but Windstream chooses other options. After forcing our techs ten hour days, they try to have contractors fill in to handle the excessive workload. Windstream could not get qualified contractors. Our techs have to redo many of their jobs which simply added to the problems of too many jobs in the system. We will go into bargaining for all four contracts, which expire in October, and our number one priority will be hours of work and the overtime our technicians work. ■

In Unity,

Tom Crawford
West Region Vice President



EASTERN REGION UNIT PRESIDENTS

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

CWALOCAL13000NEWS



Eastern Region



As we start the New Year, we should make sure that certain things begin on the right track. Vacation lists should be posted in locations so that it is available for everyone to view. If that location utilizes a "wish list" or "wait list," then that should be available as

well. Check with your union rep to make sure that the Overtime List is still being posted in a location that it has been previously. Additionally, the list should have been Zeroed out in accordance with the local practice and policy of that Unit. Overtime List(s) should be done weekly so that the opportunities fluctuate with the order of the list. The company will frequently answer grievances involving overtime bypasses as "we have the entire year to equalize the list." Although it is the contractual obligation for management to equalize the list, they will not do so, if we do not challenge them throughout the entire year. The solution to when an overtime list is not current or becomes "out of whack" because of unequal overtime opportunities, is to file weekly or monthly overtime equalization grievances. This process will force the company to become more diligent with overtime opportunities and guarantee equitable working conditions.

The Eastern Region Office Staff is currently making preparations with the Union representatives to finish up the grievances from 2017, so that they will be available for viewing on the bulletin boards. Area Level grievances were already sent out to the bulletin boards and should be posted so

that they are visible for all to see. On a side note, not all grievances will be posted. Any grievance that includes personal information or involves a discharge will not be available for the membership.

As a local officer, I had just completed a comprehensive weeklong training with the rest of the Executive Board and practically every local officer within District 2-13 jurisdiction. It is important to maintain a certain level of education, as well as, new ideas or methods pertaining to the representation of the members. Training for the new Union representatives will soon take place so that they have received the proper education needed to adequately perform their duties.

AT&T Mobility members have ratified their contract and one of the changes associated with the language in the new contract is the modifications made to Article 7 (Grievance Process). Now, the grievance process has been reduced from three steps to two steps. Both disciplinary and non-disciplinary grievances will be initiated in the work location with your local union representatives. In most cases, the ARSM is responsible for the decisions made to the employees, therefore it is not unrealistic for them to be involved in the first step grievance. The second and final step of the grievance process will occur at the Labor Relations Level. Members should see no difference in representation, nor should this new process hinder the results that are sought by the rank-and-file.

As always, if there are any questions or concerns pertaining to matters involving the Eastern Region, I can be reached at 215-561-1321. ■

In Unity,

Richard R. Dezzi
Eastern Region Vice President

Scholarship Program Award Instructions

APPLY NOW FOR THE Vincent & Patricia Maisano Labor Scholarship Award

The Vincent and Patricia Maisano Labor Scholarship Award application is now available for 2018. The scholarship, in the amount of \$1,000.00, will be awarded to one (1) individual who submits an application, supplies evidence of attending college the following semester, and is a CWA District 2-13 member or the spouse, child or grandchild of a CWA District 2-13 member. **Applications are due to the CWA District 2-13 office in Philadelphia, PA by Friday, March 31, 2018.** The winner is selected through a random lottery.

Full details, directions, and an application (next page) are provided here. Please share this information with your membership.

The application and directions are also available on the CWA District 2-13 website: <http://district2-13.cwa-union.org/pages/scholarship-d213>

Directions for applying for the Vincent and Patricia Maisano Labor Scholarship Award. You must read and follow ALL directions:

1. Please print all information (except for the signature).
2. All sections of the application **MUST** be completed.
3. No applications will be accepted past the deadline established.
4. Both applicant and District 2-13 member **MUST** sign application.
A member being deceased or a valid medical reason will be the only exceptions allowed.
5. Proof of attending a college **MUST** be attached to the application.
A letter of acceptance for a current high school student will be allowed.
6. All applications are to be returned to:

**CWA District 2-13
Vincent and Patricia Maisano Labor Scholarship Award
230 South Broad Street, 19th Floor
Philadelphia, PA 19102**

7. All applications **MUST** be in the CWA office — **NO LATER than Friday, March 31, 2018.**
8. For the application to be accepted and approved, **ALL** of the directions **MUST** be followed. Any deviations and your application will not be considered as accepted and approved. *You will not be contacted concerning your application errors and it will not be mailed back to you.*



Scholarship Program Award Application

The Vincent and Patricia Maisano Labor Scholarship Award Application 2018 SCHOLARSHIP AWARD

Date: _____

Applicant Section

Name: _____

Address: _____

City/State: _____

Zip Code: _____

Telephone Number: _____

E-mail Address: _____

College Attending or will Attend (attach proof of attendance or acceptance to this form): _____

Relationship to District 2-13 member: _____

Applicant Signature: _____

X

Applications must be received at the CWA District 2-13 office by Friday, March 31, 2018. Please carefully complete all sections of this form. *You will not be contacted concerning your application errors and it will not be mailed back to you.*

District 2-13 Member Section

Name: _____

Address: _____

City/State: _____

Zip Code: _____

Telephone Number: _____

E-mail Address: _____

CWA Local Number: _____

Social Security Number: _____

Member Status: Check 1 Box

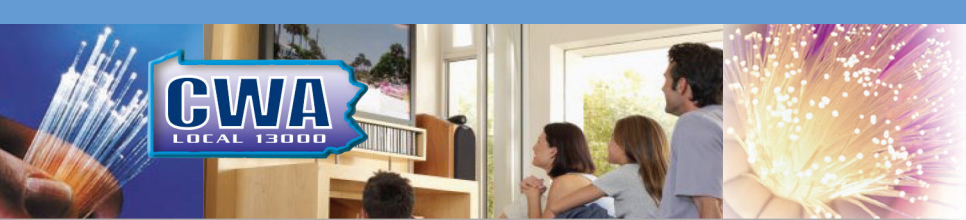
Active ☐ Retired ☐ Laid Off ☐ Deceased ☐

Date of Status: Retired ____/____/____

Laid Off ____/____/____ Deceased ____/____/____

Member Signature: _____

X



WOMEN'S COMMITTEE

Marisa MacCrory, 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

Work Life Balance

By **Jaytricia Tremel**

Do you ever wonder why women want Work Life Balance and are fighting so hard for it? People have this perception that only women care about Work Life Balance. This is a false perception. During the revolution, work and private life was separate. Slowly we are creeping back to days of 16 hour shifts, 6 days a week. We have both parents and single parents trying to make ends meet. So people are going back to longer shifts and more OT hours. We strive for OT hours because the Companies don't pay for our worth as an employee in our base wage.

The working day once had an end, and now technology has us all working in the fast lane. Technology makes it harder to walk away from work. Sure we all punch out at the time clock, and then we get a notification email from work, read educational pieces for work, or a text from scheduling about work. We open it up and respond instantly because in this day in age we are so programmed to do so. Companies love the technology world because it is taking money out of our pockets and putting it into theirs. We often say, "I will look at it when I get home." So we leave early to catch up with our families, and do work in-between conversations with our loved ones. We pay a price of not really enjoying our family or personal life.

We have given up Holidays with loved ones for the extra pay in our paychecks. Sure the money looks good, but we lose family time. Working 6 days a week is great money, but what are we losing in return. We spend countless hours finding daycare for our children to make some extra cash at work. Companies could offer daycare for employees in their facility at reduced price or free, instead of taking our hard earn dollars.

We often are working ourselves to death and never allowing our bodies to recharge or allow are families to enjoy our company. Overwork has become an epidemic. Health Officials put it in the same league as smoking regarding damage it does to a person's health. We want better health so we need to fight for Work-Life Balance and take back our Health. Something to fight for would be a fitness center at work locations or time during work hours to do fitness activities. If we cannot change the working hours, lets change the working environment.

This is a culture change for both men and women. We need to take back our personal lives and separate it from work hours. There are tons of things to fight for on balancing our lives - reduced or free daycare, getting your health back, or a little personal time away from work. Let's fight to make companies help balance our life and stop taking our dollars away. ■



Marisa MacCrory
Secretary-Treasurer



LOCAL 13000 COMMUNICATIONS WORKERS OF AMERICA, AFL-CIO

Statements of Certain Assets, Liabilities and Net Assets September 30, 2017 and 2016

	2017	2016
Assets Recognized		
Cash and cash equivalents	\$ 374,458	\$ 1,710,614
Investments:		
Operating fund:		
Short-term investment funds	119,978	69,552
Certificates of deposit	—	50,000
Total operating fund	119,978	119,552
Emergency fund:		
Short-term investment funds	93,764	152,224
U.S. government and agency securities	645,344	594,757
Corporate debt securities	1,259,702	1,206,408
Mutual funds	121,275	121,275
Common stock	1,226,969	1,194,263
Total emergency fund	3,347,054	3,268,927
Total investments	3,467,032	3,388,479
Property and equipment:		
Land	335,680	335,680
Buildings and improvements	2,576,588	2,547,323
Furniture and equipment	311,989	311,989
	3,224,257	3,194,992
Less accumulated depreciation	(1,951,983)	(1,848,396)
Property and equipment, net	1,272,274	1,346,596
Promotional materials inventory	60,443	39,794
Total assets recognized	\$ 5,174,207	\$ 6,485,483
Liabilities Recognized		
Deposits and other liabilities	12,164	12,185
Payable – Member Relief	17,990	1,508,000
Payroll withholdings	5,223	2,826
Total liabilities recognized	35,377	1,523,011
Net Assets Recognized	5,138,830	4,962,472
Total liabilities and net assets recognized	\$ 5,174,207	\$ 6,485,483

Statements of Revenue Collected, Including Investment Gains and Expense Reimbursements, Expenses and Changes in Net Assets – Modified Cash Basis Years Ended September 30, 2017 and 2016

	2017	2016
Revenue collected, including investment gains and expense reimbursements:		
Dues	\$ 2,687,118	\$ 2,501,321
Strike income	1,300	5,750,328
Rental income	68,645	16,486
Gain on sale of investments	39,329	15,600
Interest and dividends	91,958	93,955
Gain on insurance claim	—	12,017
Reimbursed wages	436,891	114,835
Promotional materials sales	8,233	8,542
Refunds and reimbursed office expenses	17,081	16,120
Reimbursed travel, hotel, and meal expenses	48,908	22,826
Total	3,399,463	8,552,030
Expenses paid and selected accruals:		
Operating expenses	3,223,105	8,631,570
Total	3,223,105	8,631,570
Excess (deficit) of revenue collected, including investment gains and expense reimbursements over expenses paid and selected accruals	176,358	(79,540)
Net assets, beginning	4,962,472	5,042,012
Net assets, ending	\$ 5,138,830	\$ 4,962,472

LOCAL 13000 COMMUNICATIONS WORKERS OF AMERICA, AFL-CIO

Schedule of Operating Expenses – Modified Cash Basis Year Ended September 30, 2017

Salaries:		
Executive President, Executive V.P., Secretary-Treasurer	\$ 350,343	
Eastern region, V.P.	105,651	
Western region, V.P.	108,258	
Eastern region	88,986	
Western region	139,409	
Executive board committees	15,925	
Eastern region unit business	82,060	
Western region unit business	56,467	
Eastern region staff	118,801	
Western region staff	120,404	
Executive staff	185,967	
Education	1,621	
Organizing	85,148	
Mobilization	274,219	
Bargaining	21,543	
Eastern region Labor Day	459	
Convention Salary, Eastern Region	23,502	
Convention Salary, Western Region	28,183	
Payroll taxes	167,836	
Pension funding	85,895	
Payroll savings match	37,980	
Other employee benefits	85,017	
Member relief assistance	1,350	
Local, regional and unit allowances and reimbursed expenses:		
Eastern region allowance	8,069	
Western region allowance	10,641	
Local business allowance	6,174	
Eastern region unit business allowance	4,204	
Western region unit business allowance	9,541	
Eastern region reimbursed expenses	7,847	
Western region reimbursed expenses	11,959	
Local business reimbursed expenses	7,892	
Eastern region unit business reimbursed expenses	19,821	
Western region unit business reimbursed expenses	7,171	
Convention:		
Allowances	8,420	
Supplies	3,927	
Reimbursed expenses	10,814	
Education:		
Allowances	12	
Supplies	649	
Reimbursed expenses	951	
Organizing:		
Allowances	474	
Reimbursed expenses	3,624	
Other organizing expenses	89	
Mobilization:		
Allowances	4,599	
Reimbursed expenses	24,988	
Other mobilization expenses	6,410	
Bargaining:		
Allowances	6,859	
Reimbursed expenses	6,770	
Other bargaining expenses	1,947	
Travel, hotels and restaurants:		
Eastern region	\$ 5,188	
Western region	7,462	
Executive board	22,111	
Bargaining	1,990	
Convention	53,795	
Education	2,267	
Organizing	2,068	
Labor council dinners and events:		
Western region	400	
Registration:		
Western region registration	625	
Executive board registration	3,080	
Subscriptions and memberships:		
Eastern region subscriptions	1,898	
Western region subscriptions	2,044	
Executive board subscriptions	2,782	
AFL-CIO membership	32,155	
Eastern region memberships	10,242	
Western region memberships	7,814	
Meeting hall rental:		
Eastern region	1,829	
Western region	3,230	
Office supplies and expense	21,970	
Postage and delivery	30,648	
Printing and typing	6,477	
Bonds and insurance	46,114	
Bank charges and investment fees	57,374	
Utilities:		
Philadelphia	18,587	
Carnegie	5,423	
Telephone:		
Eastern region	18,750	
Western region	15,754	
Executive board	18,395	
Equipment leasing and maintenance:		
Equipment leasing	55,849	
Building maintenance:		
Philadelphia	30,559	
Carnegie	15,779	
Real estate tax:		
Philadelphia	24,896	
Carnegie	11,154	
Professional fees:		
Legal	36,554	
Accounting	32,300	
Actuary	7,500	
Other	39,713	
Newsletter	80,270	
Sympathy	1,033	
Contributions	5,332	
Labor Day – Philadelphia	1,213	
Labor Day – Western region	158	
Cost of promotional materials sold	8,233	
Depreciation	103,587	
Information technology	9,627	
Total	\$ 3,223,105	



LOCAL 13000 COMMUNICATIONS WORKERS OF AMERICA, AFL-CIO

Schedule of Investments September 30, 2017

Description	Face Value/ Shares	Cost	Fair Value (Unaudited)
Short-term investment funds:			
Cash.....		\$ 513	\$ 513
Federated money market management*.....	119,978	119,978	119,978
Federated money market management.....	93,251	93,251	93,251
Total Cash and Money Market		213,742	213,742
U.S. government and agency securities:			
U.S. treasury bonds and notes:			
1.000% 11/30/18.....	100,000	99,053	99,547
1.625% 02/15/26.....	300,000	298,170	285,234
2.000% 11/15/21.....	175,000	173,218	176,353
Federal farm credit banks:			
5.000% 11/21/17.....	75,000	74,903	75,465
Total U.S. government and agency securities		645,344	636,599
Corporate debt securities:			
Amazon.Com Inc.:			
3.8% 12/5/24.....	85,000	86,859	90,844
American Express Co.:			
2.65%B 12/2/22.....	75,000	76,539	75,391
Apple Inc.:			
2.40% 05/03/23.....	75,000	66,959	74,858
AT&T:			
3.00% 02/15/22.....	35,000	34,357	35,370
Berkshire Hathaway:			
3.50% 02/01/25.....	50,000	51,989	51,729
Blackrock Inc:			
3.375% 6/1/22.....	85,000	87,730	89,149
Caterpillar Finl SE:			
2.85% 6/1/22.....	75,000	76,681	76,738
Chevron Corp.:			
2.566% 5/16/23.....	95,000	94,602	95,574
Comcast Corp:			
3.375% 08/15/25.....	85,000	85,983	87,705
General Electric Cap Corp.:			
3.10% 1/9/23.....	50,000	50,228	52,153
Gilead Sciences Inc.:			
3.10% 1/9/23.....	60,000	62,861	62,485
John Deere Capital Corp.:			
1.2% 10/10/17.....	75,000	76,508	74,998
JPMorgan Chase & Co.:			
2.55% 10/29/20.....	70,000	71,139	70,792

* These investments represent the Operating Fund's investments. All other investments are investments of the Emergency Fund.

Description	Face Value/ Shares	Cost	Fair Value (Unaudited)
Corporate debt securities (continued):			
McDonalds Corp.:			
3.625% 05/20/21	100,000	\$ 103,065	\$ 104,786
Monsanto Co.:			
2.125% 7/15/19.....	85,000	85,643	85,178
PepsiCo Inc.:			
2.75% 4/30/25.....	85,000	82,507	85,053
Wells Fargo & CO			
3.30% 9/9/2024.....	65,000	66,052	66,071
Total corporate debt securities.....		1,259,702	1,278,872
Mutual funds:			
iShares S&P Mid Cap 400 Index.....	408	58,852	72,991
iShares S&P Small Cap 600 Fund	1,126	62,423	83,572
Total mutual funds		121,275	156,563
Common stock:			
Air Prods & Chems Inc.	229	30,144	34,629
Apple Inc.	570	40,706	87,848
Baxter Intl Inc.	966	35,340	60,617
Becton Dickinson & Co.	237	12,414	46,440
Blackrock Inc.	200	30,532	89,418
Coca Cola Co.	916	19,612	41,229
Comcast Corp New – Cl. A	3,054	87,046	117,518
CVS Health Corp.	976	33,911	79,368
Disney Walt Co.	785	15,228	77,377
DuPont E I De Nemours & Co.	1,088	22,398	75,322
Exxon Mobil Corp.	574	18,784	47,057
Johnson & Johnson	707	44,032	91,917
JP Morgan Chase & Co.	883	35,864	84,335
Mastercard Inc. Class A	1,043	88,693	147,272
Microsoft Corp Com	1,251	92,777	93,187
Mondelez International Inc.	464	20,154	18,866
Nike Inc.	858	44,259	44,487
Oracle Systems Corp.	1,255	47,384	60,679
Pepsico Inc.	790	43,538	88,030
Procter & Gamble Co.	504	22,780	45,854
SPDR TR Unit Ser 1	874	181,849	219,575
Starbucks	830	48,238	44,579
TJX Cos Inc. New	1,139	54,722	83,978
United Technologies Corp.	645	20,948	74,872
Unitedhealth Group Inc.	527	30,139	103,213
Wells Fargo & Co. New	2,032	58,390	112,065
WW Grainger Inc.	198	47,087	35,591
Total common stock		1,226,969	2,105,323
Total investments		\$ 3,467,032	\$ 4,391,099



February is Black History Month

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



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

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