



• 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
- In Memoriam
- Grey Matters
- Labor Day Parade — Pittsburgh
- Labor Day Parade — Philadelphia
- The Local Buzz
- Western Region
- Eastern Region
- Women's View
- Rosie the Riveter Award Nomination Form
- Financials
- 26th Annual Jim Willer Golf Tournament



Message from the President

On July 29, 2019 the Communications Workers of America convened its 77th Convention. This convention was unlike any that most have attended in the past. As is the case every 4 years elections are held for the National Executive Board. President Chris Shelton and Secretary-Treasurer Sara Steffens were both unopposed and elected by acclamation.



More specifically for our District was the election for our District 2-13 Vice-President. During this year's Convention it was my honor to nominate Ed Mooney for another term as Vice-President of our District. Ed ran unopposed and was elected by acclamation and that just serves as credit to the outstanding job he has done while serving us in that role. Ed, as most of you know is a member of Local 13000 and has served as our District VP since 2008. He has chaired bargaining for the Mid-Atlantic Region since 2011 and fights tirelessly for the members in our District daily. We can feel comfortable that VP Mooney will be standing at the front lines with us in whatever battles we face over this next term.

Another election that occurred involving our District was for the at-large Diversity Board Member for the southeast region. There was an election for this seat, and I am pleased to announce that Vera Mikell, President of CWA Local 2205, was re-elected to this Board seat. Vera has been a friend to Local 13000 and if you met her you would see she has one of the most infectious smiles of anyone you will encounter. We are confident she will represent our region well for another term.

A resolution was also passed at this year's convention titled, **"Funding for our Future"**, which will fully affiliate CWA members to the AFL-CIO, its state federations and the Canadian Labour Congress. This resolution will also assign specific funding to the Strategic Industry Fund and the Growth Fund to ensure there are resources available to continue the various projects and not rely solely on investments gains for growth.

As Local President my role at this year's convention increased by not only serving as our Chairman, but also as the District 2-13 Representative to the Defense Fund Oversight Committee (DFOC). This position is an elected position and the delegates from our district unanimously re-elected me as our District Representative. I am grateful for the trust the delegates from our District have shown in me and look forward to working with all the Local's and our committee for another 4 years.

The DFOC is authorized to examine receipts, disbursements, investments and the administrative policies associated with various funds. The DFOC may also affirm CWA Executive Board actions that are consistent with the rules governing those funds. The DFOC is required to report its findings to each CWA Convention and make recommendations to the CWA Convention when appropriate. The DFOC also issues a report at the Biennial Presidents' meeting.

At this year's Convention the DFOC supported recommendations to:

1. **Pass the Resolution, "Funding Our Fight for the Future"** (see above).

(continued on page 2)

Message from the President

(continued from page 1)

2. Lower rates of loans to Locals from the MRF to 4%, in line with similar loan rates. Also, the DFOC will work with Secretary-Treasurer Steffens on setting rates going forward.
3. Increase funding to hire additional staff to handle the increased volume of work associated with SIF and Growth Fund grants.
4. Increase strike payments on the 15th day of a strike to \$300 (previously \$200) and on the 29th day increase the payment from \$400 (previously \$300) per striker per week

There were also several Constitutional Amendments at this years Convention. One such amendment, which was approved, consolidates the Printing, Publishing and Media Workers Sector into the CWA Districts. The delegates from this sector supported this amendment and it passed unanimously.

There were unfortunately several other amendments to consolidate sectors into the existing Districts that did not pass. Those consolidations would have affected the Telecom and Technology (T&T) office and the Public, Healthcare and Education Workers sector. Most of the work associated with these sectors are already performed within the District offices. Bargaining for many of these contracts are handled with the Local's and the District offices. These proposed changes fall in Line with the "Ready for the Future Resolution" passed by delegates at the 2006 Convention.

The entire delegation from Local 13000 supported these consolidations as did many of our brothers and sisters in Districts who know that this

was the right thing to do for the members of the CWA. Unfortunately, the numbers to pass these changes were not there and we will continue to have sectors that are barely bigger than our Local. Back in 2010 the leaders of Local throughout our combined District 2-13 made the difficult decision to merge and honestly, we are better and stronger for it. This will now be a conversation for another time and another Convention.

On a personal note I would like to recognize our entire delegation from this year's Convention. I could not have been prouder of all the work that everyone did representing the members of this Local over the time we were together. Standing up for what we believe is right for this Union, coordinating our efforts on the convention floor and supporting our District Vice-President on various levels. While everything may not have gone the way we would have liked it too, we can all hold our heads high knowing we stood our ground and didn't look to kick the can down the road for some future delegates to decide issues that clearly need to be addressed today.

Thank you for all the hard work that you did and continue to do every day for the membership of our Local. ■

In Unity,



James J. Gardler
President CWA Local 13000

IN MEMORIAM

Dale E. Boehm-Retiree

Unit 33, Branch 06
Deceased July 24, 2019

Frank R. Colosimo, Jr. Retiree

Unit 56, Branch 03
Deceased August 07, 2019

Joseph Goode-Member

Unit 211, Branch 02
Deceased August 05, 2019

Richard Gregg-Retiree

Bell Telephone
Deceased June 02, 2019

Robert L. Lerr, Jr.-Retiree

Imot 18, Branch 03
Deceased January 07, 2019

James Orourke-Retiree

Unit 21, Branch 01
Deceased May 17, 2019

J. A. Sbaraglia, JR-Retiree

Unit 13, Branch 02
Deceased February 18, 2019

David L. Unangst-Retiree

Unit 33, Branch 07
Deceased July 04, 2019

Mary L. Walker-Retiree

Unit 22, Branch 03
Deceased



(ISSN:1050-0154)

CWA Local 13000 Executive Office
2124 Race Street, 3rd Floor
Philadelphia, PA 19103
215-564-6169
Volume 79, Issue 4



EXECUTIVE BOARD

James J. Gardler
President

Jeff C. Reamer
Executive Vice President

Marisa MacCroy
Secretary - Treasurer

Richard R. Dezzi
Vice President, Eastern Region

Gregg Bialek
Vice President, Western Region

CWA 13000 NEWS is published bi-monthly by Local 13000, CWA, AFL-CIO. CWA Local 13000 Executive Board offices are located at 2124 Race Street, Third Floor, Philadelphia, PA 19103. Telephone (215) 564-6169. CWA 13000 NEWS business and editorial offices are located at the same address.

Subscription Rates: Of the amount paid as annual dues to CWA Local 13000, \$5.00 is paid as a year's subscription to CWA 13000 NEWS. To other than active members, \$10.00 per year in advance. Members have the privilege of expressing their views, but all articles must be signed. Articles detrimental to the Union will be subject to review by the Executive Board. Second-class postage paid at Philadelphia, Pennsylvania. Postmaster: Send address changes to: CWA 13000 NEWS, CWA Local 13000, AFL-CIO, 2124 Race Street, Third Floor, Philadelphia, PA 19103.

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





Grey Matters



Report of the Retired Members' Council to the 77th CWA Convention Las Vegas, NV July 29 – 31, 2019

The CWA Retired Members' Council (RMC) plays an important role in our Union, maintaining contact with retired members and giving them a voice in their union and in their nation. The RMC also tries to support our local union brothers and sisters to enhance their power in bargaining, mobilizing, legislative and political action campaigns.

The Council continues to grow in size and influence:

- The RMC has over 52,000 members after our audit of membership to remove whose lifetime membership had expired. We have seen an increase of more than 2,500 since the last Convention.
- The RMC now has 227 chapters, covering every CWA district and sector in nearly every state, Washington, DC and Puerto Rico. Four chapters have been added since the last Convention. Two chapters have closed. Chapters range in size from less than 5 to more than 2500. 60% of our members are directly affiliated with a local chapter.
- The RMC's website, www.cwaretirees.org, includes timely features on issues affecting retirees, instructions on becoming a member of the RMC and how to locate a retiree chapter nearby. The website also provides links to allied organizations such as the Alliance for Retired Americans, which has both a national organization with state affiliates in many states.
- The RMC has an active presence on Facebook, sharing useful news and information and tapping retirees' growing interest in online activities. The page has garnered over 9,600 "Facebook likes", expressions of support from readers.
- In the fall of 2016 the RMC began to publish "Grey Matters" an occasional electronic newsletter that goes out to more than 13,000 email addresses.
- Beginning in the summer of 2017, we began to publish a retiree column in the News Guild Reporter.

Activities of the Council and Chapters: Retirees support the union in bargaining, mobilizing, organizing, legislative and political action.

- SERVICE TO RETIREES:
 - We work with retirees to resolve benefit issues and represent their views when changes in benefits are contemplated by their former employers.
- POLITICAL ORGANIZING:
 - We participate in every election to educate and mobilize retirees in all CWA districts and sectors to support candidates fighting for working families and retirees.
 - A Growth Fund grant has brought energetic organizers to four states where they have leveraged active chapter membership to build and strengthen political volunteering and fundraising.
 - Chapters registered new voters and phone-banked to get out the vote for local, regional and national candidates in the 2016 election and we expect to be active again in 2020.
 - Retirees have called, visited and written to their Members of Congress and other elected officials on issues important to the union such as the health care, trade, voting rights and collective bargaining rights.
- COLLECTIVE BARGAINING:
 - RMC members support of CWA bargaining teams at contract rallies, picket lines and shareholder meetings.

In addition to organizing more local, regional and state chapters, increasing the membership in existing chapters, and strengthening the union, the RMC's seeks to:

- Engage retired CWA members in the ongoing fights for retirement security, economic justice and democracy.
- Grow retirees' participation in the CWA Political Action Fund.
- Work with the Alliance for Retired Americans and other retiree and community-based allies at the national, state and local level for social justice for seniors.



LABOR DAY PARADE — PITTSBURGH, PA

ATTENTION: CWA Brothers, Sisters, Retirees and Families:

On Monday, September 2 marks the 36th Anniversary of the Labor Day Parade in Pittsburgh. Perfect day for us to walk side by side supporting the Labor Movement; uniting us for the largest participant parade in the country. You are what makes this Parade a success. Please gather at Crawford Avenue, the old Mellon Arena location before 10:00 AM. Using the same route as last year. (*Look for the “CWA SEA OF RED”*)

CWA PICNIC - HELD AT FAIRHAVEN PARK

Andrews Shelter (Lower Level) Fairhaven Road Kennedy Township PA

SHUTTLE BUS SERVICE AVAILABLE

DEPARTURE FROM FAIRHAVEN PARK PROMPTLY @ 8:15 AM

Free shuttle bus service from Fairhaven Picnic area to parade location. After CWA group march ends — IMMEDIATELY go to designated pick-up area to return to Fairhaven Park.

- Parade shirts are distributed early at picnic area and downtown location. **One shirt per person — MUST be present.** No shirts will be distributed after parade.
- Pets are prohibited to run at large in Fairhaven Park. Must be leashed at all times.
- Picnic will end at 5:00 PM.

Please contact your Local or CWA Local 13000 Western Region office at 412-429-9292 for additional information.

*Fraternally,
Labor Day Parade Committee - PITTSBURGH*



**32nd ANNUAL TRI-STATE
LABOR DAY PARADE AND FAMILY CELEBRATION
MONDAY, SEPTEMBER 2, 2019**



**Sheet Metal Workers' Local 19 Union Hall
1301 S. Columbus Blvd. and Washington Ave.**

8:30 A.M.	Tri-State Labor Day Parade Gathering
9:15 A.M.	Pre-Parade Kickoff Rally
10:00 A.M.	Parade to Penn's Landing Great Plaza Columbus Blvd. & Market St.
11:00 A.M. – 2 P.M.	Phila. AFL-CIO Family Celebration, Food, Refreshments, Kids Activities, Make and Take Crafts, and Live Music

**Sponsored by the Philadelphia Council AFL-CIO and
The Tri-State Labor Day Parade Committee
215-665-9800**

The Local Buzz The Local Buzz The Local Buzz



*Report of Executive
Vice President,
Jeff Reamer*

VERIZON

Safety concerns continue to be at the forefront of the issues we are dealing with at Verizon. Both the lack of in depth training on safe practices for our newer members and the availability of proper safety equipment continue to be pressing issues. In many cases new supervisors giving direct orders without in depth knowledge of established safety practices are the culprit. In some cases it is external entities who are at fault, such as the case of a near miss of one of our OPTs who followed all established safety practices on a pole hit but was hit with voltage due to the power company prematurely re-energizing their facilities. Thankfully, due to the insulating properties of his boots and an angel on his shoulder he was able to leave the hospital and tell his story to his family. However, in those cases that are under our control it is imperative that no short cuts are taken when it comes to safety. If its unsafe...Dont do it. If you don't have the proper safety equipment or PPE...Dont do it. If a supervisor gives you a direct order to perform something unsafe..Refuse and call your Union Rep immediately and it will be addressed in real time through our Local's Safety Committee with Verizon Corporate Safety. Most recently, the issue of procedures to follow when using Breakdown Test Sets in copper cable has resurfaced. Apparently, there is some confusion with local management and the DRC management as to whether the Breakdown procedures established back in 2000 are still applicable. They ABSOLUTELY are. They are there to ensure the safety of not only yourself,

but your fellow Union brothers and sisters. If you are told to Breakdown on a cable without those procedures being followed...Refuse and call your Union Rep Immediately. Continue to notify Union officials of safety issues to be added to the agenda of the Local Safety Committee. No service that this Company provides is worth not returning home to your families at the end of your work day. Be Safe. ■

AT&T MOBILITY

At Mobility scheduling issues and forced overtime continues to be a major issue due to the Company's self-imposed understaffing in stores. Recently the Company has attempted to put out what they call "Project Flex" that allows scheduling across an ARSM area. When members reported it to the Union back in mid-July when it showed up in "My CSP" with a launch date of July 26th, Labor Relations was confronted on the issue and denied it was being implemented. While Labor Relations to this day still denies that it is going on in the Orange contract and it was just a trial in North Carolina, members should report anything remotely close to multi store scheduling and bidding to Union officials immediately. Any changes or alterations to our contractually bargained scheduling language and practices must be discussed with the Union and have our agreement. To date, no such discussions have taken place. ■

AT&T ("LEGACY T")

After almost 15 months without a contract, on June 30, 2019 a four-year tentative agreement was reached in bargaining for our members at Legacy "T". Highlights of the tentative agreement include wage increases totaling 10.5% over the life of the agreement with 6 months of retroactivity. Healthcare cost share was capped at 29% and 2 deductible options were preserved. Enhancements were made in language covering personal illness days, EWD days, Union time,



The Local Buzz The Local Buzz The Local Buzz

overtime caps, time and title, transfers, force adjustments, layoff allowance and priority rehire. In addition, two pension increases of 1% were secured effective 1/1/20 for traditional banded pensions as well as 1% effective 1/1/21 and 1% effective 1/1/22. The agreement also includes the preservation of our JOG language, card check neutrality and successorship clause. Ballots have been sent to the membership in each Local to hold ratification votes and then the final results were tallied on a national level through the T&T office on August 5, 2019. The membership ratified the agreement nationally by a 64.5% yes vote. Now comes the task of policing and protecting those provisions that were attained in bargaining. ■

COMCAST (Corliss)

Bargaining has continued through the months of June and July for our Unit 116 members at Corliss who have been fighting for a new contract since our original expiration date back in May. In the last 3 day bargaining sessions with the Company held on July 22nd thru the 24th, the Company's greed became even more evident as it rejected the Union's economic proposals aimed at advancing our membership and countered with retrogressive proposals of their own that would cost our membership even more money out of pocket. While some advancements have been made up to this point, our main issues are still unresolved at the table. Bargaining is set to resume on August 13th with the Company. All members are urged to get involved in mobilization activities to send the message to this Company that we are ALL in this fight for a fair contract. ■

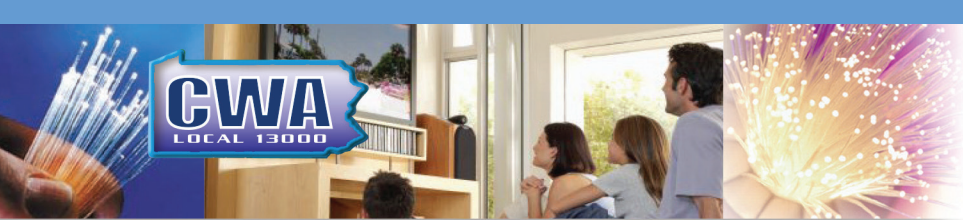
MX1

Our fight for a first contract continues for our members at MX1. At the last bargaining session held in early July the Union placed an additional 9 proposals on the table. These

proposals included language on working hours, promotions, training, inclement weather and workplace safety among others. Seven tentative agreements have been reached so far on previous proposals aimed at addressing workplace issues. While we have seen progress at our last bargaining session, there is still a long way to go to reach a fair contract. Economic issues such as wages, overtime and healthcare have yet to be discussed at the table. A bargaining council meeting is set up for August 8th with all the members of the bargaining committee to prepare for our next face to face bargaining session with the Company scheduled for August 19th and 20th in Wilkes Barre, Pa. While bargaining is ongoing members are reminded that we are still under the status-quo protections since winning our representation election. Members should immediately report any changes the Company may implement as soon as they become aware, regardless of how minor they may seem, to Union officials to be addressed. Continue to wear your red to show the Company that you stand behind your bargaining team. Bargaining updates will be relayed to the membership through Union officials. ■

CENTURYLINK(Bedford)

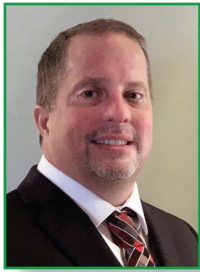
Preparations are underway for upcoming bargaining for our Unit 101 members in Bedford whose contract is set to expire on September 30, 2019. Notice has been sent to the Company of our intent to bargain. Bargaining surveys have been sent to the membership to be filled out and returned to identify key issues. Your bargaining committee will meet once all surveys have been received and begin evaluating those results and set our bargaining strategy based on the issues members have identified. Bargaining dates are in the process of being secured with the Company. Members should stay in contact with Union officials for updates related to both upcoming bargaining and mobilization activities. ■



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



Summertime is a busy time for every company due to a large number of members on vacation. This summer is not any different for the Western region. Comcast bargaining has been in full affect since May 19, 2019 and is still ongoing. Proposals have been pushed back and forth across the table and we are not much further

along today than we were on day one. The company's biggest hang-ups have been in the economic area. Comcast's cable revenue increased 3.9% to \$14.5 billion in the second quarter, yet a starting technician position only starts at \$12.69 an hour. We have pushed some good economic proposals across the bargaining table to the company that will equal out the pay differences. Also, with that some increases in benefit pay as well as increases in meal breaks, shift differential, bereavement and other areas. Please talk to your representative to see what you can do to assist your bargaining team in getting you a great contract.

At Verizon, we have had some major safety issues. Our goal, as a union, is to make sure everyone makes it home safe to their family every day. To achieve this, we need every members' assistance. You need to check your vehicles for issues and if it has a safety issue you need to report it immediately. Taking a vehicle out with a safety issue will only come back on you for not reporting it before leaving the garage. Circle of safety is another item that needs to be done EVERY TIME before moving your vehicle. This includes looking for objects in your path, making sure your boom or bucket is in stow and allows you to pick up your cones. This not only keeps our members safe but also the public. Please make sure to be as safe as possible and if you have any questions on what needs to be done please see your representative.

Another issue at Verizon is their movement of some work out of state. This consists of work done in the DRCs across the state along with the MCOs in Pittsburgh, Harrisburg and Philadelphia. Grievances will be filed at the District level over this issue, as we clearly feel this is a violation of our CBA.

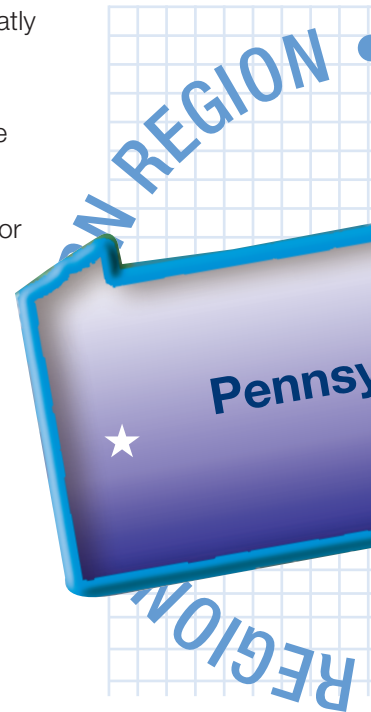
For CenturyLink Bedford, we have sent out bargaining surveys, so please make sure to fill these out and get them back to the Western Regional office as soon as possible. This information will allow the bargaining team to make sure that we get the correct proposals ready to give to the company as we start to gear up for bargaining. This contract expires on September 30, 2019.

It is sad to report that CWA President Emeritus Morton Bahr passed away on July 30, 2019. President Bahr served as CWA's National President from 1985 to 2005. It was an honor to meet and serve under his leadership. He will be greatly missed.

As always, if you see the company doing something they should not be doing, or a contractor around our equipment, please make sure to contact your Union Representative or the Regional office. We can only address issues if we are aware of them. Stand United and Stand Strong! ■

In Unity,

Gregg Bialek
Western Region Vice President



EASTERN REGION UNIT PRESIDENTS

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

CWALOCAL13000NEWS



Eastern Region



After four meetings, and many discussions regarding the Overtime Tool, Verizon directors have finally decided to implement it in the Eastern Region during the August time frame. I mentioned in my last article, that meetings have occurred between the company and the Union regarding the tool and the Unit

Presidents were able to address a lot of concerns. The company's feeling is that it is better to try it and work out the kinks along the way rather than wait any longer. Although we may not agree that this is the most prudent way, the Union was able to rectify as many problems as possible prior to the company's decision.

Some of the most notable takeaways are that overtime should be dispatched by the order that is established from the previous week's tally, not by proximity. Also, the jobs will still be loaded to the technicians by the Maintenance Administrators, not by managers. In essence, the only difference is that the locations that have consented to availability lists will see it electronically by way of the Overtime Tool. Any discrepancies throughout the day or week will still be directed to the local manager. In other words, they are not excused from their obligation to manage the employees.

Bear in mind, that the Overtime Tool is an APP that is essentially an electronic availability list. This tool has been up and running throughout the entire Verizon footprint, and the Eastern and Philadelphia Operating Areas are the last to use it. That is because the Eastern Region Unit Presidents have maintained a unified position for more than two years, until the company was finally forced to

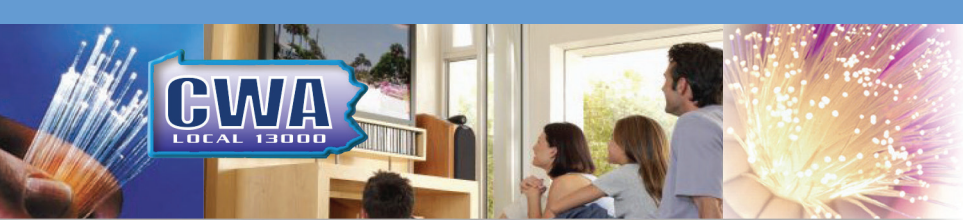
negotiate. My office is currently in the process of setting up meetings with the company to discuss any problems such as missed overtime, bypasses, and scheduling mishaps as a result of the tool. As always, if there is any issue that needs immediate attention, please contact your Union Representative so that he or she can pass the information along.

In closing, make sure that your timesheets are an accurate reflection of the work performed that day. Do not put yourself in a position where you are accused of timesheet falsification, even if your supervisor tells you to do so. In last year's May article, I mentioned how Systems Technicians from Eastern North were questioned about their workday and several were disciplined as a result of that. Their supervisor was aware of their actions, two were initially terminated, with several others receiving suspensions. The two terminated employees had their discipline converted to suspensions, and to date, there is no evidence that the supervisor was ever disciplined even though he approved their timesheets. More recent than that, in North Jersey, 17 OPT's and a manager were terminated for timesheet falsification. So, it doesn't even matter if the manager is aware, the company will do whatever they feel is necessary. For the employees, the company defense is simply the fact that the employee was covered on work rules, Code of Conduct, etc. Even though, there are instances where the Union by way of the grievance process, has been successful in mitigating discipline. If a timesheet falsification case advances to arbitration, past arbitration rulings have favored the company, because they were able to prove that the employee received documented coverage on accurate time reporting. So, it is absolutely imperative to make sure that your time is recorded accurately. If there are any questions or concerns, please contact your Union Representative. ■

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)
Daisey Ellerby (Unit 34 VP)
Dana Bialek (Unit 54 VP)

CWA LOCAL 13000 WOMEN'S VIEW

The Women's Committee would like to thank each and every one of you for your support during the Women Against Abuse donation drive.



UPCOMING EVENTS

Throughout 2019, the Women's Committee will be conducting drives to support various charities to support active military women to help build a #BalanceForBetter. We are asking each member to watch for future literature to support these efforts. From the bottom of our hearts, thank you to all of our military service personnel and their families for the sacrifices you have made and continue to make; the labor movement supports all of you. Together we can help build a #BalanceForBetter.

ROSIE THE RIVETER AWARD NOMINATION FORM

"A Woman's Place is in her Union"

CRITERIA: You must be a dues paying, active female member in good standing with CWA Local 13000.

EXEMPTIONS: No current members of the CWA Local 13000 Women's Committee.

NOMINEE INFORMATION

NAME: _____ ADDRESS: _____
PHONE: _____
UNIT: _____ BRANCH: _____

MEMBER NOMINATING CANDIDATE

NAME: _____ ADDRESS: _____
PHONE: _____
UNIT: _____ BRANCH: _____

Please fill out all questions in their entirety. Return form by fax or mail no later than October 1, 2019 to:

CWA Local 13000 • ATTN: Women's Committee • 2124 Race Street, 3rd floor • Philadelphia, PA 19103 • 215-564-2520 (Fax)

1. Why are you nominating this candidate for this award? Please be specific of how she is involved in her Union. (example; Offices held, committees served on, other duties)
2. Please attach a separate sheet listing any compelling reasons as to why this person should receive this award. (This brief essay is an important part of the selection process)

*All nominees will be notified by the members of the Women's Committee.
The recipient of the award will be announced at the CWA Local 13000 Convention in May 2020.*

CWA Local 13000 Women's Committee

Tracy Cornelius • Jaytricia Tremel • Dana Bialek • Wynnetta Ward • Marisa MacCrory



Marisa MacCrory
Secretary-Treasurer



LOCAL 13000 COMMUNICATIONS WORKERS OF AMERICA, AFL-CIO

Statement of Assets, Liabilities and Net Assets

as of June 30, 2019

ASSETS

General Fund

Cash - payroll	\$ 0
Cash - operating sweep accounts	160,322
Haverford Money Market	<u>4,134</u>
Total Cash	164,456

Emergency Fund

Cash - Member Relief & Defense	1,973
--	-------

Investments

U.S. Government and Securities	720,608
Common Stock	1,209,825
Haverford Corp Obligations	1,657,224
Mutual Funds	121,275
Haverford CD	170,000
Haverford Fed Prime MM	<u>91,781</u>
Total Investments	3,970,713

Property & Equipment

Western Region Building, Land & Improvements	274,466
Philadelphia Building, Land & Improvements	2,637,802
Furniture and Equipment	158,311
Computer Equipment	153,679
Less Accumulated Depreciation	<u>(2,128,023)</u>
Total Property & Equipment	1,096,235

Other Assets

Pittsburgh Inventory	30,463
Philadelphia Inventory	<u>24,111</u>
Total Other Assets	54,575

Total Assets \$ 5,287,952

LIABILITIES AND NET ASSETS

Payroll Withholding	15,911
Net Assets - unrestricted	<u>5,272,041</u>

Total Liabilities and Net Assets \$ 5,287,952

Statement of Revenue, Expenses and Changes in Net Assets

as of June 30, 2019

Revenues

Dues	\$ 2,052,354
Dues - other employees	6,272
Interest Income	46,299
Dividend Income	39,568
Gain & Loss on sales of securities	52,485
Sale of Prom. Inventory	5,325
Reimburse Officer Expense	24
Reimburse wages - Arbitration	1,733
Reimburse Expenses - Arbitration	818
Reimburse wages - Organizing	82,396
Reimburse wages - Bargaining	787
Reimburse wages - Mobilizing	51,372
Reimburse wages - Education	10,078
Reimburse Expenses - Bargaining	114
Reimburse Expenses - Organizing	11,725
Reimburse Expenses - Mobilization	11,114
Reimburse Expense - Education	1,808
Reimburse Travel Hotel & Rest	1,659
Reimburse Office Exp & Supplies	1,849
Reimburse Postage & Delivery	7,884
Reimburse Mailing Expense	2,886
Reimburse Wages - Eastern Region	824
Reimburse Wages - Board	334
Reimburse Convention Expense	7,099
Reimburse American Express Bill	1,535
Reimburse Utilities	223
American Express Refund Income	2,278
Telephone refund	2
All Fines Income	244
1st Floor Rental Income	59,192
Investment Fees	(44,452)
Accrued Interest Paid	(2,129)
Employer W/H Tax Refund	3,097
Payroll voided check income	244
Payroll tax refunds	249
Refund Payroll Fees	21,745
Local tax refund from ADP	90
Miscellaneous Income	535
Insurance Refunds	66
Discounts	<u>(27)</u>
TOTAL REVENUES	\$ 2,439,699

(continued on page 12)



LOCAL 13000 COMMUNICATIONS WORKERS OF AMERICA, AFL-CIO

Statement of Revenue, Expenses and Change in Net Assets

(continued from page 11)

as of June 30, 2019

Expenses Paid

Salaries

Executive President, Vice President & Treasurer	\$ 293,173
Eastern Region Vice President Salary	87,424
Western Region Vice President Salary	73,736
Eastern Region Salary	102,439
Western Region Salary	107,341
Executive Board Committees Salary	17,553
Unit Business Salary Eastern Region	56,353
Unit Business Salary Western Region	48,807
Eastern Region Staff Salary	90,590
Western Region Staff Salary	96,474
Executive Board Staff Salary	139,268
Education Salary	55,643
Organizing Salary	85,099
Mobilization Salary	51,465
Bargaining Salary	7,848
Eastern Region Convention Salary	18,978
Western Region Convention Salary	29,337
Labor Day Salary - Eastern Region	158

Regional Allowances & Reimbursements

Eastern Region Allowance	6,570
Western Region Allowance	7,466
Local Business Allowance	6,793
Unit Business Allowance - Eastern	3,431
Unit Business Allowance - Western	7,345
Eastern Region Reimburse Expense	7,821
Western Region Reimburse Expense	10,588
Local Business Reimburse Expense	12,322
Unit Business Reimburse - Eastern	11,145
Unit Business Reimburse - Western	7,560

Convention Allowances & Reimbursements

Eastern Region Convention Allowances	2,182
Western Region Convention Allowance	2,663
Executive Brd Convention Allowance	453
Eastern Region Convention Reimburse Expense	2,531
Western Region Convention Reimburse Expense	5,584
Executive Board Convention Reimburse Expense	582
Convention Miscellaneous Expense	2,075

Education Allowances & Reimbursements

Education Allowance	7,595
Education Reimburse Expense	10,101
Education Miscellaneous Expense	10,785

Organizing Allowances & Reimbursements

Organizing Allowance	\$ 452
Organizing Reimburse Expense	9,669

Mobilization Allowances & Reimbursements

Mobilization Allowances	677
Mobilization Reimburse Expense	13,657
Mobilization Misc Expense	340

Bargaining Allowances & Reimbursements

Bargaining Allowance	3,573
Bargaining Reimburse Expense	3,464

Subscription & Membership

Subscription Eastern Region	326
Subscription Western Region	234
Subscription Exective Board	4,176
Membership - AFL-CIO	23,503
Membership Eastern Region	8,389
Membership Western Region	9,325

Registration

Eastern Region	540
Western Region	450
Executive Board	1,230

Meeting Hall Rental

Eastern Region	1,800
Western Region	2,410
Executive Board	100

Travel, Hotels & Restaurant

Eastern Region	2,855
Western Region	4,842
Executive Board	24,618
Bargaining	14,996
Convention	47,925
Education	22,792
Organizing	2,497

Telephone

Eastern Region	9,986
Western Region	9,619
Executive Board	9,265

Utilities

Philadelphia - Utilities	15,115
Western Region - Utilities	3,983
Water & Sewer - Philadelphia	2,303
Water & Sewer - West	1,622

Building Maintenance

Philadelphia Building Maintenance	16,328
Western Region Building Maintenance	4,295
Protection - 3rd floor	5,719
Protection - Eastern Region	25
Sanitation - Western Region	5,579



LOCAL 13000 COMMUNICATIONS WORKERS OF AMERICA, AFL-CIO

Printing & Typing

Board	\$	7,710
Eastern Region		517
Western Region		486
CWA 13000News		30,422

Office Supplies

Board	6,674
Eastern Region	7,289
Western Region	5,876

Office Expense

Board	6,143
Eastern Region	148
Western Region	148

Postage & Delivery

Board	10,220
Eastern Region	6,031
Western Region	8,988

Equip Leasing & Services

Equipment Leasing - Board	14,411
Equipment Leasing - Eastern Region	14,409
Equipment Leasing - Western Region	11,903
Equipment Maintenance - Western Region	542

Real Estate Tax

Philadelphia	37,794
Western Region	1,284

Professional Fees

Legal	27,380
Accounting	34,390
Miscellaneous	2,881
Money Management	9,600

Contribution

Board	3,610
-------	-------

Other

Sympathy - Board	994
Service Charge	3,430
Bonds & Insurance	43,713
Cost of Goods Sold	5,569
Unemployment & SS Taxes	126,498
Employee Benefits	66,446
Payroll Savings - Employer	33,405
Payroll processing fees	40,345
Misc. Expense	2,583
Pension Funding	166,075
Computer Work - Western Region	3,247
Computer system	26,547

Depreciation of furniture & equipment

Depreciation - Philadelphia	72,663
-----------------------------	--------

Total Expenses Paid \$ 2,616,328

Change in Net Assets (176,629)

Net Assets - Unrestricted at beginning of period \$ (5,448,670)

Net Assets Unrestricted at end of period \$ 5,272,041

Schedules of Expenditures – Modified Cash Basis

as of June 30, 2019

Quarterly Year to Date

Expenses Paid

Salaries

Executive President, Vice President & Treasurer	\$ 89,666	\$ 293,173
Eastern Region Vice President Salary	27,001	87,424
Western Region Vice President Salary	26,751	73,736
Eastern Region Salary	34,188	102,439
Western Region Salary	29,735	107,341
Executive Board Committees Salary	2,645	17,553
Unit Business Salary Eastern Region	19,033	56,353
Unit Business Salary Western Region	14,132	48,807
Eastern Region Staff Salary	29,994	90,590
Western Region Staff Salary	31,943	96,474
Executive Board Staff Salary	45,967	139,268
Education Salary	37,495	55,643
Organizing Salary	26,738	85,099
Mobilization Salary	12,860	51,465
Bargaining Salary	5,936	7,848
Eastern Region Convention Salary	0	18,978
Western Region Convention Salary	0	29,337
Labor Day Salary - Eastern Region	158	158

Regional Allowances & Reimbursements

Eastern Region Allowance	2,254	6,570
Western Region Allowance	1,818	7,466
Local Business Allowance	1,579	6,793
Unit Business Allowance - Eastern	1,207	3,431
Unit Business Allowance - Western	1,220	7,345
Eastern Region Reimburse Expense	3,001	7,821
Western Region Reimburse Expense	2,751	10,588
Local Business Reimburse Expense	2,970	12,322
Unit Business Reimburse - Eastern	3,756	11,145
Unit Business Reimburse - Western	2,150	7,560

Convention Allowances & Reimbursements

Eastern Region Convention Allowances	0	2,182
Western Region Convention Allowance	98	2,663
Executive Brd Convention Allowance	0	453
Eastern Region Convention Reimburse Expense	0	2,531
Western Region Convention Reimburse Expense	(98)	5,584
Executive Board Convention Reimburse Expense	0	582
Convention Miscellaneous Expense	0	2,075

Education Allowances & Reimbursements

Education Allowance	5,277	7,595
Education Reimburse Expense	6,387	10,101
Education Miscellaneous Expense	9,590	10,785

(continued on page 14)



LOCAL 13000 COMMUNICATIONS WORKERS OF AMERICA, AFL-CIO

Schedules of Expenditures - Modified Cash Basis

(continued from page 13)

	as of June 30, 2019	
	Quarterly	Year to Date
Organizing Allowances & Reimbursements		
Organizing Allowance	\$ 61	\$ 452
Organizing Reimburse Expense	1,987	9,669
Mobilization Allowances & Reimbursements		
Mobilization Allowances	0	677
Mobilization Reimburse Expense	4,586	13,657
Mobilization Misc Expense	0	340
Bargaining Allowances & Reimbursements		
Bargaining Allowance	815	3,573
Bargaining Reimburse Expense	587	3,464
Subscription & Membership		
Subscription Eastern Region	85	326
Subscription Western Region	0	234
Subscription Exective Board	1,630	4,176
Membership - AFL-CIO	7,809	23,503
Membership Eastern Region	1,131	8,389
Membership Western Region	1,538	9,325
Registration		
Eastern Region	0	540
Western Region	450	450
Executive Board	0	1,230
Meeting Hall Rental		
Eastern Region	350	1,800
Western Region	685	2,410
Executive Board	0	100
Travel, Hotels & Restaurant		
Eastern Region	964	2,855
Western Region	1,407	4,842
Executive Board	7,549	24,618
Bargaining	67	14,996
Convention	6,171	47,925
Education	1,410	22,792
Organizing	825	2,497
Telephone		
Eastern Region	3,497	9,986
Western Region	3,286	9,619
Executive Board	3,293	9,265
Utilities		
Philadelphia - Utilities	4,068	15,115
Western Region - Utilities	1,230	3,983
Water & Sewer - Philadelphia	635	2,303
Water & Sewer - West.	716	1,622
Building Maintenance		
Philadelphia Building Maintenance	7,209	16,328
Western Region Building Maintenance	2,509	4,295
Protection - 3rd floor	25	5,719
Protection - Eastern Region	25	25
Sanitation - Western Region	2,090	5,579

Printing & Typing

Board	\$ 3,162	\$ 7,710
Eastern Region	242	517
Western Region	261	486
CWA 13000News	4,652	30,422

Office Supplies

Board	872	6,674
Eastern Region	3,207	7,289
Western Region	2,458	5,876

Office Expense

Board	5,927	6,143
Eastern Region	0	148
Western Region	0	148

Postage & Delivery

Board	4,088	10,220
Eastern Region	1,056	6,031
Western Region	2,171	8,988

Equip Leasing & Services

Equipment Leasing - Board	6,665	14,411
Equipment Leasing - Eastern Region	6,597	14,409
Equipment Leasing - Western Region	4,810	11,903
Equipment Maintenance - Western Region	542	542

Real Estate Tax

Philadelphia	0	37,794
Western Region	0	1,284

Professional Fees

Legal	9,000	27,380
Accounting	4,360	34,390
Miscellaneous	187	2,881
Money Management	0	9,600

Contribution

Board	600	3,610
-----------------	-----	-------

Other

Sympathy - Board	370	994
Service Charge	1,351	3,430
Bonds & Insurance	28,666	43,713
Cost of Goods Sold	1,390	5,569
Unemployment & SS Taxes	37,430	126,498
Employee Benefits	22,543	66,446
Payroll Savings - Employer	12,996	33,405
Payroll processing fees	10,598	40,345
Misc. Expense	0	2,583
Pension Funding	166,075	166,075
Computer Work - Western Region	1,098	3,247
Computer system	6,942	26,547

Depreciation of furniture & equipment

Depreciation - Philadelphia	24,221	72,663
---------------------------------------	--------	--------

Total Expenses Paid	921,429	2,616,328
--------------------------------------	----------------	------------------



LOCAL 13000 COMMUNICATIONS WORKERS OF AMERICA, AFL-CIO

Schedule of Investments

Description	as of June 30, 2019		
	Number of shares	Cost Basis	Market Value
Common Stock			
Air Prods & Chems, Inc.	506	\$ 73,530	\$ 114,543
Apple Inc.	570	40,706	112,814
Baxter Intl Inc.	652	23,852	53,399
Becton Dickinson & Co.	237	12,414	59,726
Blackrock, Inc.	163	24,884	76,496
CVS Health Corp	1,357	72,557	73,943
Coca Cola Company	916	19,612	46,643
Comcast Corp New.	2,260	62,716	95,553
Disney Walt Co.	785	15,228	109,617
Dollar General Corp.	290	34,165	39,196
Dupont De Nemours	362	11,078	27,175
Emerson Electric Co	510	36,996	34,027
Exxon Mobil Corporation	574	18,784	43,986
Fedex Corp	465	86,077	76,348
Honeywell Intl Inc	150	20,894	26,189
JP Morgan Chase & Co.	883	35,864	98,719
Johnson & Johnson com.	707	44,032	98,471
Lowes COS Inc.	650	54,582	65,592
Mastercard Inc Class A	679	52,349	179,616
Microsoft Corp	1,044	77,425	139,854
Oracle Corp.	887	33,490	50,532
PepsiCo, Incorporated	650	35,048	85,235
S & P Global Inc	239	44,844	54,442
SPDR TR Unit SER 1	213	43,547	62,409
Starbucks Corp.	830	48,238	69,579
TJX COS Inc.	2,278	54,722	120,461
United Technologies	645	20,948	83,979
United Health Group, Inc	327	18,701	79,791
US Bancorp Del.	1,682	92,542	88,137
		<u>\$ 1,209,825</u>	<u>\$ 2,266,472</u>
Mutual Funds			
Ishares S&P Midcap 400 Index	408	\$ 58,852	\$ 79,258
Ishares S&P SmallCap 600 Fnd.	1126	62,423	88,143
		<u>\$ 121,275</u>	<u>\$ 167,401</u>

Description	as of June 30, 2019				
	Interest Rate	Maturity Date	Face Value	Cost Basis	Market Value
Corporate Bonds & Notes					
3M Company	3.000%	8/7/2025	\$ 100,000	\$ 99,117	\$ 102,930
Amazon.Com, Inc.	3.800%	12/5/2024	85,000	86,409	91,518
American Express Co.	2.650%	12/2/2022	75,000	76,001	75,507
Apple Inc.	2.400%	5/3/2023	75,000	67,765	75,812
AT&T.	3.000%	2/15/2022	35,000	34,357	35,510
Bank of America Corp.	4.125%	1/22/2024	85,000	88,717	90,724
Berkshire Hathaway	3.500%	2/1/2025	50,000	51,630	52,431
Blackrock, Inc.	3.375%	6/1/2022	85,000	86,681	88,092
Caterpillar Finl Se	2.850%	6/1/2022	75,000	76,032	76,396
Chevron Corp.	2.566%	5/16/2023	95,000	94,644	96,437
Comcast Corp.	3.375%	8/15/2025	85,000	85,817	88,873
CVS Health Corp.	3.350%	3/9/2021	90,000	89,423	91,253
FHLB	2.650%	5/23/2022	100,000	100,000	100,071
General Electric Cap Corp.	3.100%	1/9/2023	50,000	50,169	50,489
Gilead Sciences, Inc.	3.500%	2/1/2025	60,000	62,336	62,857
Home Depot Inc.	4.400%	4/1/2021	100,000	102,207	103,373
JP Morgan	2.550%	10/29/2020	70,000	70,498	70,165
McDonalds Corp	3.625%	5/20/2021	100,000	101,733	102,503
Monsanto Co.	2.125%	7/15/2019	85,000	85,163	84,983
Pepsico, Inc.	2.750%	4/30/2025	85,000	82,680	87,203
Wells Fargo & Co.	3.300%	9/9/2024	65,000	65,845	67,095
			<u>\$ 1,657,224</u>	<u>\$ 1,694,222</u>	
U.S. Treasury Notes					
	2.250%	2/29/2020	250,000	248,943	250,312
	1.625%	2/15/2026	300,000	298,159	295,453
	2.000%	11/15/2021	175,000	173,506	176,094
			<u>720,608</u>	<u>721,859</u>	
Grand Total Bonds & Notes			<u>\$ 2,377,832</u>	<u>\$ 2,416,081</u>	
Cash and Money Market					
Cash			\$ —		\$ —
Federated Government Obligation			91,781		\$ 91,781
Total Cash and Money Market			<u>\$ 91,781</u>		<u>\$ 91,781</u>
CWA LOCAL 13000 OPERATING ACCOUNT					
Certificates of Deposit					
Haverford Trust CD	2.350%	8/21/2019	\$ 60,000	\$ 60,000	\$ 60,000
Haverford Trust CD	2.350%	8/29/2019	60,000	60,000	60,000
Haverford Trust CD	2.400%	8/18/2019	50,000	50,000	50,000
Total Certificates of Deposit			<u>\$ 170,000</u>		<u>\$ 170,000</u>

26th ANNUAL JIM WILLER GOLF TOURNAMENT



Date: September 14, 2019

Place: Walnut Lane Golf Club
800 Walnut Lane
Philadelphia, PA 19128
215-482-3370

Time: 8:00 a.m. Shotgun Start – Best Ball

Cost: \$125.00 per golfer

Hole Sponsor: \$100.00

**Make all checks payable to:
“CWA Local 13000 Jim Willer Golf Tournament”**



For further information, please call (215) 561-1321

**CWA Local 13000 Proceeds benefit the
Fox Chase Cancer Research Center**