



• 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

While many of you will be making plans to spend some much needed vacation time with your families this summer June will be loaded with numerous activities for the CWA Executive Board.

On June 12-13 CWA representatives from across the country and more specifically from our Local will be descending on Washington to take part in CWA's Legislative and Political conference. During these 2 days we will be meeting with elected officials from across the state to discuss issues that are important to CWA members. For example:

- AT&T Legacy T Contract Negotiations
- Protections for Call Center Workers in the US
- Tax Cut Broken Promises
- Rolling Back of Banking Protection Laws

Our hope is to make sure these elected officials understand the impact of their decisions as elected public servants. They are in these positions to represent the public's best interest not the interests of the lobbyist or corporate America that would like nothing more than to strip away collective bargaining rights, gut our contracts and send good paying jobs overseas.

Following this 2 day event Labor Unions from across the state will be convening



on June 14th in Harrisburg to endorse candidates for November's General elections here in Pennsylvania. During this year's endorsement meeting there will be unprecedented opportunities to elect additional labor friendly candidates to Congress following the state Supreme Court decision on gerrymandering. We need

to ensure that regardless of party affiliation we support candidates that understand and support organized labor here in Pennsylvania. Local 13000 has come out early in support for the re-election of Governor Wolf and Senator Bob Casey. Both of these elected officials have stood with the women and men of CWA over the years and we will need to stand with them in the fall to protect the wages, benefits and working conditions that our members enjoy today. Following this meeting we will provide additional information over the next couple of months on other key races where we have made endorsements throughout the state.

Following this meeting, as a result of conversations with Verizon Communications, our Local and the rest of the CWA bargaining team has agreed to meet with Verizon's bargaining team to enter into early negotiations for 2 weeks on a possible extension of the current core Verizon contract which is set to expire on August 3, 2019. These negotiations will begin on June 18, 2018. We will keep you posted on further developments as they occur.

(continued on page 2)

Message from the President

(continued from page 1)

So as you can see this June will be a very busy one for our Local and we ask that each of you stay connected to your Unit Reps and officers, check out the locals Facebook pages for updates and stay tuned for the Local's newly updated webpage which should be up and running soon. And as always your Regional and Executive Board offices are available for updates whenever needed. ■

In Unity,



James J. Gardler
President CWA Local 13000

Congratulations to

Cameron D. Trout,

Son of David A. Trout Unit 59

*Branch 04 member on being announced
a recipient of the*

**2018 Vincent and Patricia Maisano
Labor Scholarship Award.**

IN MEMORIAM

Catherine M. Brunk-Retiree

Unit 21, Branch 02
Deceased April 26, 2018

Dorothy J. Castelli-Retiree

Unit 41, Branch 06
Deceased September 02, 2017

Denise Cauthorn-Retiree

Unit 211, Branch 04
Deceased December, 2017

Linda C. Chisolm-Retiree

Unit 11, Branch 04
Deceased March 27, 2018

Edward H. Corcoran-Retiree

Unit 25, Branch 03
Deceased April 2018

Elizabeth Derr-Retiree

Unit 32, Branch 07

Jeffrey A. Ditty-Member

Unit 35, Branch 02
Deceased April 10, 2018

Wilber Endy-Retiree

Unit 22, Branch 05
Deceased February 19, 2018

Paige Feffer-Member

Unit 41, Branch 04
Deceased May 12, 2018

Dale Gaumer-Retiree

Unit 33, Branch 06
Deceased January 30, 2018

Charles Heald III-Member

Unit 11, Branch 08
Deceased May 23, 2018

Kenneth Kelso-Retiree

Unit 59, Branch 01
Deceased December 26, 2017

James Maehrer-Retiree

Unit 33, Branch 06
Deceased April 28, 2018

Margaret Phillips-Retiree

Unit 103, Branch 06
Deceased March 26, 2018

William F. Shanahan-Retiree

Unit 13, Branch 12
Deceased April 11, 2018

Michael Salmon-Member

Unit 21, Branch 06
Deceased April 1, 2018

Lucille Wenner-Retiree

Unit 33, Branch 02
Deceased April 23, 2018



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CWA Local 13000 Executive Office
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Philadelphia, PA 19103
215-564-6169
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EXECUTIVE BOARD

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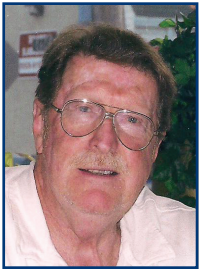
James J. Gardler, Editor **Elaine Bell, Assistant Editor**





Grey Matters RAY BUNTING

Consumer protection



One of my favorite TV programs was "The Rockford Files"; of course it is still on in reruns. A familiar plot would be some kind of "con" game where a "mark" would be swindled. The plan was always clever and the good guys would win and the bad guys would go to jail. Now when I watch the news WE are the "mark and

big business is the winner. For instance; a "quick" loan, You need \$10,000 so you apply and get \$9,400 and pay interest on the whole \$10,000. I am sure most retired members are not in that situation. My credit union is a good place to borrow, a car loan is 2.49% with no payment for two months. You can make payments the first two months and the loan will cost less. Other conditions apply like automatic withdrawal from your account to qualify for the low rate. Like anything else, it is a good idea to read the fine print.

Consumer complaints are handled by the Consumer Financial Protection Bureau which is part of the Office of Management and Budget headed by Mick Mulvaney. As the Nation's financial watchdog he would like to cut off public access to a database of consumer complaints and suggested the industry donate to lawmakers to persuade them to weaken his agency's authority! I am not the only one who is infuriated by Mick Mulvaney's speech to the American Bankers Association. This serves the banking industry and not the American public! Another self-seeking attribute of Mick, when he was a Congressman he would not talk to a lobbyist that had not donated money. Sen. Bob Casey called him "a disgrace". I have to agree, Mick is the kind of politician that we as retired workers must Vote every time to eliminate his type of self-serving attitude that seems to put money before everything!

We can get people in office that will represent us. Older Americans have consistently voted more than other age groups. A close look at the demographics indicates we can win in the next election and put our country back in the right direction! Participation in Presidential elections by people over 65 is 70.9% and people 45-64 is 66.6%. We vote more

often and our portion of the total population is greater now than it was in 1980. (65+ 15.2% ; 45-64 ,26.1%), that's 41.3% and figure in the participation rate we have a good chance of getting people in office that will represent the US! If you know any retired people that are not registered, register them and encourage, your neighbors to vote! The union keeps track of the politicians that favor working people and endorse them. I vote for them.


On May 2nd, 2018 I had the pleasure to attend a unit 21 meeting at the Knights of Columbus in Newtown Square. Unit 21 President Joe Kincade chaired the meeting and I enjoyed seeing some retired members and many former co-workers. As we are getting closer to contract negotiations I hope more people will turn out for these important meetings. Keep in mind the company knows how many people show up for a meeting and just like voting, a strong turn out will indicate to the company that we are serious about bargaining! During the meeting, it was discussed that two members are dismissed and four are on suspension so you know the company is already applying pressure to our membership. 50-50 tickets were sold at the door going into the meeting and later when the winner was announced the winner said to give his winnings to help the fired workers; That made me feel good. It is this kind of good spirit that makes me proud to be a union member and the kind of goodness that is atypical with unions. We are the good guys and we have to fight the money barons that want to run this great country of ours into the ground!

Our goal, of course, is to win a good contract! A good voter turnout can change the direction of the country and protect our contract, our health care, and our Social Security.

Fight today for victory tomorrow! ■

Yours Fraternally,


Ray Bunting
President RMC13021



When it's time to take care of her, can we deliver?

The VA has 49,000 open positions Congress refuses to fill. Fund the VA, not corporate care.

Call your Senators at (833) 480-1637 and say #NOMISSIONACT



CAUTION: Do not read or write, like, or comment on this post from a government computer or on duty time. Do not use your government email address or government phone when contacting your lawmaker.

Here's how you can help support our sisters and brothers at AFGE:

- Call the AFGE toll-free hotline (833.480.1637) to connect with your senators and tell them to vote NO on S. 2372.
- Use the attached graphic on social media channels.
- Send an e-mail to friends and family and ask them to contact their Senators to vote NO on S.2372



CALL CENTER LEGISLATIVE UPDATE

Call center and telecommunications workers make up a huge number of brothers and sisters in our union, and protecting their jobs from outsourcing and offshoring has been one of CWA's top concerns throughout the 111th Congress.

That is why we worked with two of our strongest Congressional supporters, Senator Chuck Schumer of NY and Congressman Tim Bishop of the 1st Congressional district of New York to introduce legislation that would require call center employees located outside of the US to inform the consumer of their location. The legislation also covers customer service provided over the internet through "chat" services.

Location-disclosure legislation requires callers be informed where the agent handling their calls is located, and is necessary to help preserve domestic call centers, to protect privacy and safety of US consumers, and to bring work back to struggling American families. Stimulating job growth in the call center industry is critical to maintaining a culture of keeping jobs on these shores and to spurring economic recovery. By forcing companies seeking to increase their pay-offs at the cost of working families to disclose to their customers that their call is being transferred abroad, Americans can access the information they need to fight back, and stem the flow of devastating outsourcing.

14.8 million Workers remain unemployed, and we need government officials to hone in on initiatives aiding industries with the potential to employ more Americans. We need to stop exporting American jobs, and with its disclosure requirements, this bill makes it less beneficial for companies to layoff American workers and send their family supporting wages overseas.

The Local Buzz The Local Buzz The Local Buzz



*Report of Executive
Vice President,
Jeff Reamer*

VERIZON

On May 8, 2018 the Local Executive Board had a meeting with Yolanda Stancil, VP of Network and Field Operations where the Company announced that as of April 11, 2018 the Philadelphia Fios- Local Franchise Agreement was fully complete. Members who have any knowledge of specific areas that are not completed within the city of Philadelphia or any issues associated with any LFA across the State should report those issues to your Regional Union office immediately. Discussions were also held regarding several issues our members were encountering with the NOQI system itself in connection with the PUC settlement agreement as well as the lack of followup on issues once reported by members in the system. The Company has committed to address the issues raised and followup. Members should continue to report any issues encountered to the Union. Also at the meeting the Union continued to press for the reclassification of our existing Term employees on the payroll. Although nothing was resolved at the meeting, the Union will continue to push the issue going forward. On a separate note, the Local has signed an agreement with the Company that gives our Frame Attendants across the State of Pennsylvania the ability to voluntarily test qualify and be upgraded to the Switching Equipment Technician title. Those volunteers who are already test qualified will be upgraded within 30 days. This "one-time" offer expires on June 8, 2018. ■

AT&T MOBILITY

At Mobility, the Company's self-imposed understaffing model has continued to create countless scheduling issues for our membership in retail stores across the state. While six-day workweeks seem to be the answer that local management continues to try to impose, these 6-day schedules cannot be utilized without the Company giving notice to the Union of a legitimate business reason as well as the temporary duration. Members should contact local union officials anytime management attempts to schedule above 5 days a week. In addition, issues surrounding discipline to sales numbers rather than key behaviors continues to rear its ugly head. We are no longer in the RSSM environment, all coaching's and observations should be geared at behaviors not sales numbers. Members receiving such sales-based discipline, which would include a negative scored observation, should file a grievance immediately with their local Union Representative. Also, on the topic of RSC observations, the newly negotiated contract language sets the limit to 6 observations per month. Whether it be full or partial observations, the total limit allowed is six. Reports are coming in from members that the Company in many cases is not adhering to the new negotiated limit and is attempting to utilize coaching discussions to supplement for discipline. Coaching discussions are strictly that, coaching's, they are not part of the discipline process and should not be utilized for discipline. Members should report any such deviation to the Union in real time to be addressed. ■

AT&T (Legacy T)

Bargaining has been ongoing since March 6, 2018 at the national level through our CWA T&T Office in Washington D.C.



The Local Buzz The Local Buzz The Local Buzz

for our Legacy T members whose contract expired back on April 12, 2018. On April 19, 2018 the Company placed a comprehensive proposal on the table that was riddled with retrogressive demands including increased cost share for Medical Benefits, Freezing Pensions and moving employees from the Traditional and Cash Balance Plan to the BCB2 and removing watermarks in Employment Security among many other demands aimed at degrading our contractual protections and provisions. While some progress has since been seen at the table over the course of the last month, we are very far from an agreement on our key priority issues of employment security, healthcare, pensions, wages and Alliance. Mobilization efforts have been ongoing and intensifying. On May 11, 2018 the CWA Executive board voted to approve a strike giving our National CWA President Chris Shelton the authority to set a Strike date if negotiations at the table cannot yield an agreement. Every member needs to get involved in this fight if we are to secure the fair contract we deserve. If you haven't been involved NOW IS THE TIME! GET INVOLVED! ■

NEWTOWN TOWNSHIP

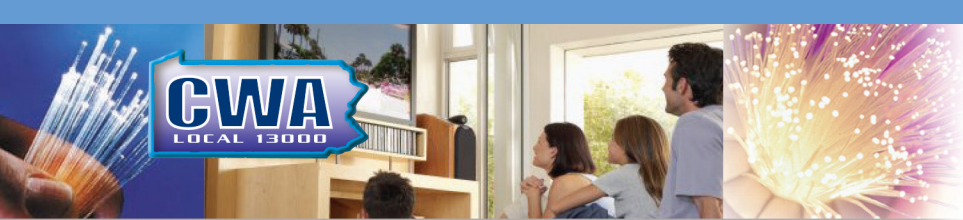
Informal talks with the Township have been occurring surrounding the upcoming bargaining for both our Firefighter's and Municipal Worker's contracts that are set to expire at the end of this year. The notice of our intent to bargain will be sent to the township in the June timeframe. Bargaining surveys will soon be going out to the membership to identify your priorities that will set our agenda for upcoming bargaining. No official bargaining dates have been set at this time but updates and potential actions needed will be relayed to the membership as events unfold. ■

AMERICAN RED CROSS

National Red Cross Bargaining began on May 8, 2018 in Washington D.C. by way of a coalition of nine unions representing red cross workers across the country. The union coalition is composed of local unions from AFSCME, AFT, CWA, IBT, IUOE, SEIU, UAW, UFCW, and USW. Representing the CWA, our Bargaining team members include our own Local 13000 Unit 111 President- Jaytricia Tremel along with Erin Bowie. In the opening session of bargaining the Union Coalition presented proposals to improve worker and donor safety, improve worker retention, decrease workforce turnover, and improve employees' work-life balance. It was no surprise that the Company's first proposals were geared at adding more restrictive language on guaranteed hours, rest periods for Collections staff on drives, eliminating requirements for advance notice of changes, among other retrogressive proposals. To which our bargaining coalition openly objected. As before the success in this round of bargaining will depend on the actions and involvement of our membership. The next bargaining session is set to resume in late May. Get Involved! ■

WINDSTREAM

Initial preparations have begun for our Unit 103 members who will begin bargaining in the early fall for all 4 Windstream contracts that are set to expire on September 30, 2018. Bargaining surveys will be sent out over the summer months and your bargaining team will set its agenda based on those results. Preliminary talks with the Company have occurred and the opening day of bargaining is tentatively set for September 17, 2018. Updates will be relayed as events unfold. ■



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



We are facing many challenges throughout the Western Region. I will continue to grieve all issues but as always I need your help. Verizon continues to violate our contract in a variety of ways including violating nearly every overtime agreement that we have implemented. They are using the National Overtime

Tool which replaced the V-Tech tool. Both are simply overtime availability lists that were never negotiated.

As we proceed in our ongoing preparations for arbitration, I need more and more grievances where our members have been bypassed for overtime. Verizon is violating overtime agreements by dispatching on jobs geographically or local managers simply not following an overtime list. Pay attention and grieve all bypasses.

The other issue taking place is that they are not tracking overtime opportunities. There needs to be a weekly overtime list posted in every garage location and that simply is not happening. This list needs to track who worked overtime and when that overtime occurred. Grieve all of these instances so we can put on a better case for arbitration. Verizon Labor claims that this was simply an administrative change and nothing more. We all know this is untrue.

But the overtime issue is also in the EVRC and FSC where Verizon management thinks it fair to offer overtime through company email. This process denies anybody the opportunity to work overtime who is not sitting at a Verizon computer at the time they decide to offer overtime. We need to grieve every time this happens to bolster our arbitration case.

Next, we need to closely watch contract labor. We have caught Verizon Wireless placing fiber drops to cell towers and to wireless equipment with no demarcation point ever established or any circuit ever being tested. These are both clear violations of our agreements and must be addressed. Verizon is claiming that they are doing nothing wrong so they are denying to track this fiber work. Pay attention and if you see any fiber work

being done or has been completed, file a grievance and ask who placed the fibers and demarked the circuit. We are pursuing Labor Board charges but I don't want to miss anything since Verizon will give our work away by any means available. Protect your future by fighting for your work. This applies to every title both inside and outside.

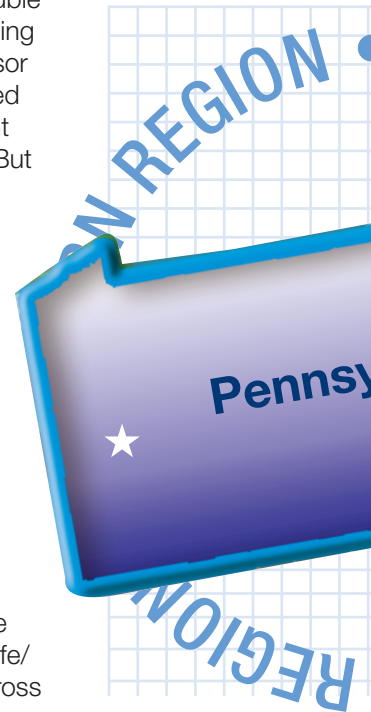
One easy way for the outside plant workers to protect our future is to participate in the Plant Pride Program. By reporting issues through the NOQI system, you are creating work, good work, to protect our future. If you have been having trouble getting access to the system or getting tickets issued, contact your supervisor and if issues are not corrected, I need to hear about it. We all see bad plant daily. Let's report it and get it fixed. But beware, only charge time to a NOQI ticket if you are actually performing work on that ticket, not to cover travel time from job to job.

We recently entered into National Bargaining with the Red Cross. This is taking place with nine separate unions at the table. I am proud to have Jaytricia Tremel, Unit 111 President, at the table to represent CWA. She is a tough, smart representative who will express our members' concerns through this tough bargaining. Some of our proposals include improving life/work balance, pay, and schedule, cross training, respecting and rewarding our experienced techs.

I hope everyone has a great summer. Take some time off and enjoy some family time. ■

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



The grievances at the Eastern Region level are current and any grievance that has been moved to the second step will be presented to Labor Relations immediately. This process has given us the ability to get grievances heard when they are still valid and of the utmost importance to the grievant. With the help of

Unit Presidents, the Eastern Region office processed, reviewed and updated grievances so that a clear direction regarding the Union's position is maintained throughout the process. If there is a need to take the grievance to the next step or further into the process, the decision can be made methodically and deliberately in real time rather than several years later. It is my intent to keep the grievances up to date so that no long backlog discourages a member from filing future grievances.

Any employee that receives a negative score for an observation on the sales floor should file a grievance. These observations may seem trivial to you in the early stages, but they ultimately lead to discipline. Recently, there have been terminations to AT&T employees that were on final warnings. These cases were a result of an observation done by their manager earlier on in the process and never grieved, and then they were terminated.

These negative observations should be discussed with the employee immediately and if there is an opportunity to fix it, that should be considered before they start to accumulate and then it becomes too late.

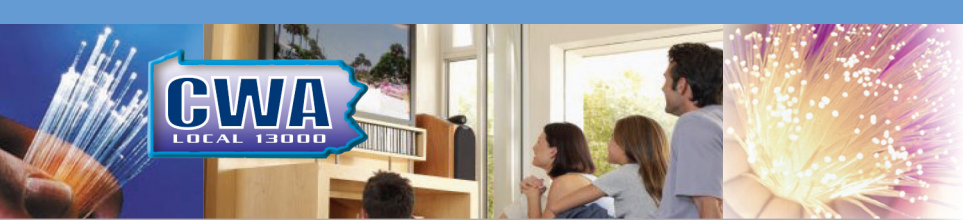
Several Systems Technicians have been discharged recently based on investigations performed by management. Their work actions during a certain period was called into question by upper management even though their supervisor was well aware of their actions,

and in some cases, he directed them to charge time a certain way. The grievance process is not complete as more details of management's role is unwinding. When management is forced to make a decision between you or them, they will always choose themselves over you, so do not allow yourself to be in that circumstance. Keep copybooks, screenshots from tablets and phone, email correspondence and witnesses whenever possible, because with management it is not about doing the right thing for them, it is only about winning. Integrity and accountability are two things that are only displayed by the union members.

I have attended several membership meetings throughout the region over the past few weeks. One of the most memorable was the one where prior to the start of the meeting, there were two factions of people that were at odds with the other. Throughout the meeting, vocal arguments and comments were directed toward one another, but by the end of the meeting, there was one cohesive group. This occurred because people began to understand how others felt by listening to people express their views and opinions. This will only happen at membership meetings because they are the ideal opportunity for information to be dispersed accurately without interruption from management. There have been many instances where management has lied to employees to mask the truth, whether it was to obtain information from the employee, or simply to try to get the employee to work harder. ■

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

CWA LOCAL 13000 WOMEN'S VIEW



Rosie the Riveter Award Call for Nominations 2018

Forms are available on our website at: CWALocal13000.org

You may also call for a Nomination form at:
CWA Local 13000 Executive Office: 215-564-6169
Eastern Region: 215-561-1321
Western Region: 412-429-9292

Nominations Deadline: October 1, 2018

Please fax or mail nominations to:
Marisa MacCrory
CWA Local 13000-Secretary/Treasurer
2124 Race Street
3rd Floor
Philadelphia, PA 19103
Fax: 215-564-2520





Marisa MacCrory
Secretary-Treasurer



LOCAL 13000 COMMUNICATIONS WORKERS OF AMERICA, AFL-CIO

Statement of Assets, Liabilities and Net Assets

as of March 31, 2018

ASSETS

General Fund

Cash – Payroll	\$ —
Cash – Operating Sweep Accounts	414,855.00
Haverford Money Market	450.00
Total Cash	415,305.00

Emergency Fund

Cash – Member Relief & Defense	53,815.00
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Investments

U.S. Treasury Bonds & Notes	720,720.00
Haverford Corp Obligations	1,445,385.00
Common Stock	1,094,528.00
Mutual Funds	121,275.00
Haverford Fed Prime MM	102,625.00
Haverford Certificates of Deposit	120,000.00
	<u>3,658,348.00</u>

Property & Equipment & Improvements

Western Region Building, Land & Improvement	274,466.00
Philadelphia Building, Land & Improvement	2,637,802.00
Furniture and Equipment	158,311.00
Computer Equipment	153,679.00
	<u>3,224,258.00</u>
Less Accumulated Depreciation	<u>(2,003,671.00)</u>
	1,220,587.00

Other Assets

Pittsburgh Inventory	32,462.00
Philadelphia Inventory	24,314.00
	<u>56,776.00</u>

Total Assets	<u>5,351,016.00</u>
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LIABILITIES AND NET ASSETS

Payroll Withholding	44,977.00
Net Assets – Unrestricted	5,306,039.00
Total Liabilities and Net Assets	<u>\$ 5,351,016.00</u>

Statement of Revenue, Expenses and Change in Net Assets

as of March 31, 2018

Dues	\$ 1,419,112.00
Dues – Other Employees	3,159.00
Dues Rebate	(5,391.00)
Interest Income	24,829.00
Dividend Income	21,369.00
Gain & Loss on Sales of Securities	170,343.00
Sale of Promotional Inventory	6,150.00
Reimburse Wages – Arbitration	8,557.00
Reimburse Wages – Organizing	28,314.00
Reimburse Wages – Mobilizing	58,361.00
Reimburse Wages – Bargaining	4,185.00
Reimburse Expenses – Arbitration	113.00
Reimburse Expenses – Bargaining	1,283.00
Reimburse Expense – Mobilizing	10,847.00
Reimburse Postage & Delivery	5,611.00
Reimburse Mailing Expense	864.00
Reimburse Wages – Eastern Region	355.00
Reimburse Wages – Western Region	32.00
Reimburse Wages – Board	178.00
Reimburse American Express Bill	259.00
Reimburse Utilities	133.00
All Fines Income	300.00
Reimburse Telephone	51.00
Amortization of Bond	(660.00)
1st Floor Rental Income	38,877.00
Relief Fund Income	10,550.00
Employer SUI ER Refund	1,099.00
Payroll Voided Check Income	1,317.00
Investment Fees	(27,553.00)
Accrued Interest Paid	(376.00)
Miscellaneous Income	79.00
Initiation Refund	(50.00)
TOTAL REVENUES	<u>\$ 1,782,297.00</u>

LOCAL 13000 COMMUNICATIONS WORKERS OF AMERICA, AFL-CIO

Statement of Revenue, Expenses and Change in Net Assets

(continued from page 11)

as of March 31, 2018

Expenses Paid

Salaries

Executive President, Vice President & Treasurer	\$ 165,009.00
Eastern Region Vice President Salary	51,247.00
Western Region Vice President Salary	52,078.00
Eastern Region Salary	72,629.00
Western Region Salary	76,510.00
Executive Board Committees Salary	9,998.00
Unit Business Salary Eastern Region	30,392.00
Unit Business Salary Western Region	29,067.00
Eastern Region Staff Salary	60,576.00
Western Region Staff Salary	63,046.00
Executive Board Staff Salary	92,812.00
Frontier Eastern Region Salary	21,219.00
Frontier Western Region Salary	25,811.00
Education Salary	47,371.00
Organizing Salary	50,813.00
Mobilization Salary	64,906.00
Bargaining Salary	4,928.00

Regional Allowances & Reimbursements

Eastern Region Allowance	3,975.00
Western Region Allowance	4,459.00
Local Business Allowance	3,190.00
Unit Business Allowance – Eastern	1,419.00
Unit Business Allowance – Western	4,481.00
Eastern Region Reimburse Expense	5,406.00
Western Region Reimburse Expense	3,809.00
Local Business Reimburse Expense	3,957.00
Unit Business Reimburse – Eastern	10,442.00
Unit Business Reimburse – Western	4,214.00

Education Allowances & Reimbursements

Education Allowance	8,224.00
Education Reimburse Expense	7,626.00
Education Miscellaneous Expense	2,332.00

Organizing Allowances & Reimbursements

Organizing Allowance	825.00
Organizing Reimburse Expense	4,530.00
Organizing Miscellaneous Expense	258.00

Mobilization Allowances & Reimbursements

Mobilization Allowances	412.00
Mobilization Reimburse Expense	13,704.00
Mobilization Miscellaneous Expense	782.00

Bargaining Allowances & Reimbursements

Bargaining Allowance	1,712.00
Bargaining Reimburse Expense	1,476.00
Bargaining Miscellaneous Expense	138.00

Subscription & Membership

Subscription Eastern Region	142.00
Subscription Western Region	234.00

Subscription Executive Board	\$ 1,060.00
Membership – AFL-CIO	15,619.00
Membership Eastern Region	9,033.00
Membership Western Region	505.00
Membership Executive Board	—

Registration

Eastern Region	—
Western Region	100.00
Executive Board	1,825.00

Meeting Hall Rental

Eastern Region	600.00
Western Region	980.00
Executive Board	150.00

Travel, Hotels & Restaurant

Eastern Region	3,605.00
Western Region	2,117.00
Executive Board	10,932.00
Bargaining	400.00
Convention	—
Education	5,593.00
Organizing	1,593.00

Telephone

Eastern Region	7,105.00
Western Region	7,507.00
Executive Board	6,779.00

Utilities

Philadelphia – Utilities	11,059.00
Western Region – Utilities	3,212.00
Water & Sewer – Philadelphia	1,521.00
Water & Sewer – West	920.00

Building Maintenance

Philadelphia Building Maintenance	13,789.00
Western Region Building Maintenance	2,710.00
Protection – 3rd floor	5,147.00
Protection – Eastern Region	5,147.00
Protection – Western Region	—
Sanitation – Philadelphia	—
Sanitation – Western Region	3,610.00

Printing & Typing

Board	292.00
Eastern Region	3,800.00
Western Region	2,537.00
CWA 13000News	44,303.00

Office Supplies

Board	4,523.00
Eastern Region	3,565.00
Western Region	2,952.00

Office Expense

Board	13,149.00
Eastern Region	364.00
Western Region	377.00
Labor Day Expense – Eastern Region	—
Labor Day Expense – Western Region	—



LOCAL 13000 COMMUNICATIONS WORKERS OF AMERICA, AFL-CIO

Postage & Delivery

Board	\$ 5,963.00
Eastern Region	4,573.00
Western Region	2,827.00

Equipment Leasing & Services

Equipment Leasing – Board	9,320.00
Equipment Leasing – Eastern Region	8,709.00
Equipment Leasing – Western Region	7,055.00

Real Estate Tax

Philadelphia	36,693.00
Western Region	1,284.00

Professional fees

Legal	21,354.00
Accounting	29,825.00
Miscellaneous	611.00
Actuary Exp	5,900.00

Contribution

Board	4,595.00
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Other

Sympathy – Board	1,240.00
Service Charge	2,146.00
Bonds & Insurance	17,683.00
Cost of Goods Sold	6,150.00
Unemployment & SS Taxes	91,394.00
Employee Benefits	41,045.00
Payroll Savings – Employer	16,488.00
Web Page Design	—
ADP Fees	18,613.00
Local Tax	—
Pension Funding	—
Computer System Work	9,650.00
Computer Work – Western Region	276.00
Defense Fund Hardship	312.00
Medical Expense	1,431.00
Frontier Expenses	13,383.00
ATT Strike Expense	—

Depreciation of Furniture & Equipment

Depreciation – Philadelphia	51,688.00
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Total Expenses Paid **\$ 1,614,847.00**

Change in Net Assets **\$ 167,450.00**

Net Assets – Unrestricted at Beginning of Period. **\$ 5,138,589.00**

Net Assets Unrestricted at End of Period. \$ 5,306,039.00

Schedules of Expenditures – Modified Cash Basis

as of March 31, 2018

Quarterly Year to Date

Salaries

Executive President, Vice President & Treasurer	\$ 99,302.00	\$ 165,009.00
Eastern Region Vice President Salary	30,453.00	51,247.00
Western Region Vice President Salary	30,646.00	52,078.00
Eastern Region Salary	35,184.00	72,629.00
Western Region Salary	33,105.00	76,510.00
Executive Board Committees Salary	1,466.00	9,998.00
Unit Business Salary Eastern Region	8,404.00	30,392.00
Unit Business Salary Western Region	14,740.00	29,067.00
Eastern Region Staff Salary	29,994.00	60,576.00
Western Region Staff Salary	31,238.00	63,046.00
Executive Board Staff Salary	45,893.00	92,812.00
Frontier Eastern Region Salary	21,219.00	21,219.00
Frontier Western Region Salary	25,811.00	25,811.00
Education Salary	47,371.00	47,371.00
Organizing Salary	28,206.00	50,813.00
Mobilization Salary	19,799.00	64,906.00
Bargaining Salary	1,976.00	4,928.00

Regional Allowances & Reimbursements

Eastern Region Allowance	2,007.00	3,975.00
Western Region Allowance	1,884.00	4,459.00
Local Business Allowance	838.00	3,190.00
Unit Business Allowance – Eastern	649.00	1,419.00
Unit Business Allowance – Western	2,885.00	4,481.00
Eastern Region Reimburse Expense	2,757.00	5,406.00
Western Region Reimburse Expense	1,188.00	3,809.00
Executive Board Reimburse Expense	1,276.00	3,957.00
Unit Business Reimburse – Eastern	4,060.00	10,442.00
Unit Business Reimburse – Western	1,678.00	4,214.00

Education Allowances & Reimbursements

Education Allowance	8,224.00	8,224.00
Education Reimburse Expense	7,626.00	7,626.00
Education Misc. Expense	2,187.00	2,332.00

Organizing Allowances & Reimbursements

Organizing Allowance	420.00	825.00
Organizing Reimburse Expense	3,697.00	4,530.00
Organizing Misc. Expense	64.00	258.00

Mobilization Allowances & Reimbursements

Mobilization Allowance	412.00	412.00
Mobilization Reimburse Expense	5,007.00	13,704.00
Mobilization Misc. Expense	626.00	782.00

Bargaining Allowances & Reimbursements

Bargaining Allowance	252.00	1,712.00
Bargaining Reimburse Expense	330.00	1,476.00
Bargaining Miscellaneous Expense	—	138.00

Subscription & Membership

Subscription Eastern Region	71.00	142.00
Subscription Western Region	—	234.00
Subscription Executive Board	202.00	1,060.00
Membership-AFL-CIO	7,809.00	15,619.00

LOCAL 13000 COMMUNICATIONS WORKERS OF AMERICA, AFL-CIO

Schedules of Expenditures-Modified Cash Basis

(continued from page 13)

	as of March 31, 2018	
	Quarterly	Year to Date
Membership Eastern Region	\$ 6,657.00	\$ 9,033.00
Membership Western Region	505.00	505.00
Membership Executive Board	—	—
Registration		
Eastern Region Registration	—	—
Western Region Registration	—	100.00
Executive Board Registration	525.00	1,825.00
Meeting Hall Rental		
Eastern Region Meeting Hall Rental	175.00	600.00
Western Region Meeting Hall Rental	545.00	980.00
Executive Board Meeting Hall Rental	150.00	150.00
Travel, Hotels & Restaurant		
Eastern Region Travel, Hotel & Restaurant	749.00	3,605.00
Western Region Travel, Hotel & Restaurant	1,085.00	2,117.00
Executive Board Travel, Hotel & Restaurant	1,888.00	10,932.00
Bargaining Travel, Hotel & Restaurant	—	400.00
Convention -Local Travel, Hotel & Restaurant	—	—
Education Travel, Hotel & Restaurant	5,593.00	5,593.00
Organizing Travel, Hotel & Restaurant	579.00	1,593.00
Telephone		
Eastern Region Telephone	3,498.00	7,105.00
Western Region Telephone	3,673.00	7,507.00
Executive Board Telephone	3,439.00	6,779.00
Utilities		
Philadelphia – Utilities	7,368.00	11,059.00
Western Region – Utilities	1,526.00	3,212.00
Water & Sewer – Philadelphia	625.00	1,521.00
Water & Sewer – West	466.00	920.00
Building Maintenance		
Philadelphia Building Maintenance	9,729.00	13,789.00
Western Region Building Maintenance	1,904.00	2,710.00
Protection – 3rd floor	1,460.00	5,147.00
Protection – Eastern Region	1,460.00	5,147.00
Protection – Western Region	—	—
Sanitation – Philadelphia	—	—
Sanitation – Western Region	1,825.00	3,610.00
Printing & Typing		
Printing & Typing-Board	137.00	292.00
Printing & Typing-Eastern Region	1,576.00	3,800.00
Printing & Typing-Western Region	2,537.00	2,537.00
CWA 13000 News	16,101.00	44,303.00
Office Supplies		
Office Supplies – Board	822.00	4,523.00
Office Supplies – Eastern Region	1,232.00	3,565.00
Office Supplies – Western Region	640.00	2,952.00
Office Expense		
Office Expense – Board	12,728.00	13,149.00
Office Expense – Eastern Region	—	364.00
Office Expense – Western Region	—	377.00

Postage & Delivery

Postage & Delivery – Board	\$ 3,683.00	\$ 5,963.00
Postage & Delivery – Eastern Region	2,542.00	4,573.00
Postage & Delivery – Western Region	1,465.00	2,827.00

Equipment Leasing & Services

Equipment Leasing – Board	4,355.00	9,320.00
Equipment Leasing – Eastern Region	4,355.00	8,709.00
Equipment Leasing – Western Region	3,530.00	7,055.00

Real Estate Tax

Real Estate Tax – Philadelphia	—	36,693.00
Real Estate Tax – Western	1,284.00	1,284.00

Professional Fees

Professional Fees – Legal	10,292.00	21,354.00
Professional Fees – Accounting	19,825.00	29,825.00
Professional Fees – Miscellaneous	611.00	611.00
Professional Fees – Actuary Exp	5,900.00	5,900.00

Contribution

Contributions – Board	2,150.00	4,595.00
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Other

Sympathy – Board	777.00	1,240.00
Service Charge	994.00	2,146.00
Bonds & Insurance	14,225.00	17,683.00
Cost of Goods Sold	3,891.00	6,150.00
Unemployment & SS Taxes	55,031.00	91,394.00
Employee Benefits	20,969.00	41,045.00
Payroll Savings – Employer	9,948.00	16,488.00
ADP Fees	10,418.00	18,613.00
Computer System Work	2,303.00	9,650.00
Computer Work – Western Region	276.00	276.00
Defense Fund Hardship	—	312.00
Medical Expense	—	1,431.00
Frontier Expenses	13,383.00	13,383.00

Depreciation of Furniture Equipment

Depreciation – Philadelphia	25,844.00	51,688.00
Depreciation – Western Region	—	—

Grand Total	\$ 870,204.00	\$ 1,614,847.00
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LOCAL 13000 COMMUNICATIONS WORKERS OF AMERICA, AFL-CIO

Schedule of Investments

as of March 31, 2018			
Description	Number of shares	Cost Basis	Market Value
Common Stock			
Air Prods & Chems, Inc.	229	\$ 30,144	\$ 36,418
Apple Inc.	570	40,706	95,635
Baxter Intl Inc..	652	23,852	42,406
Becton Dickinson & Co..	237	12,414	51,358
Blackrock, Inc.	163	24,884	88,300
Coca Cola Company	916	19,612	39,782
Comcast Corp New-CL.A.	2,260	62,716	77,224
CVS Health Corp.	564	19,596	35,086
Disney Walt Co..	785	15,228	78,845
DOW Dupont Inc.	1,088	22,398	69,316
Exxon Mobil Corporation	574	18,784	42,826
Fedex Corp.	81	21,758	19,449
Honeywell Intl Inc.	150	21,773	21,677
Johnson & Johnson com.	707	44,032	90,602
JP Morgan Chase & Co.	883	35,864	97,103
Mastercard Inc Class A.	679	52,349	118,934
Microsoft Corp.	1,044	77,425	95,286
Nike Inc.	858	44,259	57,006
Oracle Corp.	887	33,490	40,580
PepsiCo, Incorporated.	790	43,538	86,228
Procter & Gamble co.	504	22,780	39,957
Schlumberger LTD.	324	21,695	20,989
SPDR TR Unit SER 1.	705	146,363	185,521
Starbucks Corp.	830	48,238	48,049
TJX COS Inc.	1,139	54,722	92,897
United Technologies.	645	20,948	81,154
United Health Group, Inc.	392	22,418	83,888
US Bancorp Del.	1,682	92,542	84,941
		\$ 1,094,528	\$ 1,921,457
Mutual Funds			
Ishares S&P Midcap 400 Index.	408	\$ 58,852	\$ 76,529
Ishares S&P SmallCap 600 Fnd.	1,126	62,423	86,713
		\$ 121,275	\$ 163,242

as of March 31, 2018					
Description	Interest Rate	Maturity Date	Face Value	Cost Basis	Market Value
Corporate Bonds & Notes					
Amazon.Com, Inc.	3.800	12/5/2024	\$ 85,000	\$ 86,750	\$ 87,151
American Express Co.	2.650	12/2/2022	75,000	76,406	72,558
Apple Inc.	2.400	5/3/2023	75,000	66,958	72,548
AT&T.	3.000	2/15/2022	35,000	34,357	34,568
Bank of America Corp.	4.125	1/22/2024	85,000	89,380	87,493
BB & T Corporation.	2.037	2/1/2019	75,000	75,398	75,296
Berkshire Hathaway.	3.500	2/1/2025	50,000	51,876	49,889
Blackrock, Inc.	3.375	6/1/2022	85,000	87,473	86,442
Caterpillar Finl Se.	2.850	6/1/2022	75,000	76,521	74,102
Chevron Corp.	2.566	5/16/2023	95,000	94,602	92,387
Comcast Corp.	3.375	8/15/2025	85,000	85,929	83,161
General Electric Cap Corp.	3.100	1/9/2023	50,000	50,208	48,984
Gilead Sciences, Inc.	3.500	2/1/2025	60,000	62,689	59,839
JP Morgan.	2.550	10/29/2020	70,000	70,981	69,132
McDonalds Corp.	3.625	5/20/2021	100,000	102,765	101,942
Monsanto Co.	2.125	7/15/2019	85,000	85,484	84,323
Pepsico, Inc.	2.750	4/30/2025	85,000	82,507	81,694
Wells Fargo & Co.	3.300	9/9/2024	65,000	65,984	63,421
3M Company.	3.000	8/7/2025	100,000	99,117	99,125
				\$ 1,445,385	\$ 1,424,055
U.S. Treasury Notes					
	1.000	11/30/2018	\$ 100,000	99,578	99,328
	1.375	2/28/2019	150,000	149,758	148,986
	1.625	2/15/2026	300,000	298,166	276,774
	2.000	11/15/2021	175,000	173,218	172,184
				720,720	697,272
				\$ 2,166,105	\$ 2,121,327
Grand Total Bonds & Notes					
Cash and Money Market					
Cash			\$ —		\$ —
Federated Government Obligation.			102,625		\$ 102,625
Total Cash and Money Market			\$ 102,625		\$ 102,625
CWA LOCAL 13000 OPERATING ACCOUNT					
Cash and Money Market			Shares	Total Cost	Current Market Value
Federated Government Obligation.			\$ 450	\$ 450	\$ 450
Total Cash and Money Market			\$ 450		\$ 450
Certificates of Deposit					
Haverford Trust CD					
1.35% 05/28/2018			\$ 60,000	\$ 60,000	\$ 60,000
Haverford Trust CD					
1.35% 06/05/2018			60,000	60,000	60,000
Total Certificates of Deposit			\$ 120,000		\$ 120,000



CWA LOCAL 13000 NEWS

25th ANNUAL JIM WILLER GOLF TOURNAMENT



Date: September 15, 2018
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”**

Mail to:
CWA Local 13000
Eastern Region
2124 Race Street, 2nd Floor
Philadelphia, PA 19103

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

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

Happy 4th of July!