



September/October Volume 81, Issue 5 2021

• 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

On this upcoming November 2, 2021, General elections will be occurring across the state. To most this is not the most exciting election day for voters, but in all actuality this election is very important because of the impact it can have on our members and their families. Most elections that are occurring in this General Election involve judicial races. From local races in your county or city to elections all the way up the Pennsylvania Supreme Court.

Enclosed in this edition of the magazine is a list of the CWA endorsed candidates in this General Election. Please take the time not only to review this list but also to head to the polls with your family and cast a vote. The reason this is so important is because these judges can rule on disputed issues related to telecommunications, benefits we enjoy like workers compensation and many other issues that affect union members and their families in Pennsylvania.

Remember while we have Collective Bargaining Agreements with our employers, when any Federal, State, National or regulatory bodies make decision that affect our agreements, the provisions of those agreements will be changed to conform to the law or decision. Many of these courts will



be responsible for handling these types of cases. Make your voice heard and take the time to cast your votes on Tuesday November 2, 2021.

On the National front Congress continues to wrestle over the Infrastructure Bill which continues to delay the release of funds to support the expansion of Broadband access to rural, underserved, and unserved areas across Pennsylvania. The latest version of this bill allocates 65 billion dollars to broadband infrastructure of which 42.5 billion is directly related to the work that our members perform.

Each state should receive roughly 100 million dollars to provide and improve broadband services. Local 13000 is actively looking into how this funding can be secured by our employers and insisting they take advantage of this opportunity to provide these vital services to the customers, while using the most qualified and best trained telecommunications workforce in the state. The Local is also reviewing pending legislation introduced in Harrisburg to see how or if any pending bills will impact work for our members.

At AT&T the company implemented a policy that all employees must be vaccinated

(continued on page 2)



Message from the President

(continued from page 1)

by February 1, 2022. After announcing this new policy CWA went into effects bargaining to discuss this issue in an attempt to address members concerns. Following this discussion, the company is still requiring employees be vaccinated but will allow for religious exemption and exemptions for medical reason. There will also be a 60 period of rehire for anyone who is not vaccinated by 2-1-21. The company's ability to do this is bolstered by a Supreme Court decision involving St Mary's Health System in Texas, where the court ruled that an employer can require employees to be vaccinated as a condition of employment. The Local will continue to monitor this situation and any company actions as we get closer to this February date.

As I stated at the beginning of this report the courts play a very significant role in making decisions that can affect our contract and our members. We look to support judicial candidates that understand Labors issues and make decisions with that in mind.

It is easy to complain when something doesn't go our way, but it is a travesty to complain about something when we don't exercise our right to vote and elect judges that can make decision to avoid those unfortunate circumstances.

PLEASE TAKE THE TIME TO REVIEW THE ENDORSED LIST AND VOTE ON NOVEMBER 2. ■

In Unity,



James J. Gardler

President CWA Local 13000

IN MEMORIAM

Andred L. Hudak-Retiree

Unit 31, Branch 05
August 10, 2021

James H. Rickard-Retiree

Unit 43, Branch 03
Deceased

Edward M. Mullen-Retiree

Unit 43, Branch 02
Deceased July 31, 2021

George M. Frederick-Retiree

Unit 33, Branch
Deceased September 2, 2021

Barbara A. Miller-Retiree

Unit 32, Branch 05
September 14, 2021



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CWA Local 13000 Executive Office
2124 Race Street, 3rd Floor
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James J. Gardler, Editor **Elaine Bell, Assistant Editor**



Richard L. Trumka (1949 - 2021)



*Our brother and leader
Richard Trumka passed
away on August 5, 2021,
at the age of 72.*

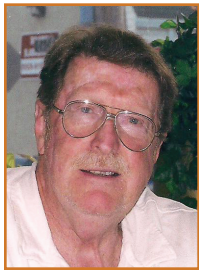
The labor movement, the AFL-CIO and the nation lost a legend. Rich devoted his life to working people, from his early days as president of the United Mine Workers of America to his unparalleled leadership as the voice of America's labor movement.

He was a relentless champion of workers' rights, workplace safety, worker-centered trade, democracy and so much more. He was also a devoted father, grandfather, husband, brother, coach, colleague and friend. Rich was loved and beloved.

The 56 unions and 12.5 million members of the AFL-CIO mourn the passing of our fearless leader and commit to honoring his legacy with action. Standing on Rich's shoulders, we will pour everything we have into building an economy, society and democracy that lifts up every working family and community.

Grey Matters RAY BUNTING

Unions matter



A lot of events are in motion that affect unions very existence. Fortunately, the unions fight back. A typical tactic that is used by employers is to sell the company and no longer recognize the union. The latest to use this tactic is Puerto Rico, selling the electric company for the whole Island. 3,000 workers went on strike and as a result the Island does not have enough skilled workers to operate the electrical grid putting the country at risk! This tactic is used over and over by employers and unions have to fight it to keep good paying jobs. Let's hope the union prevails!

The economy is in turmoil at present partly due to the covid problem and the debt rising. The Federal Reserve has said it will try to keep the interest rate near zero for now. I can get a car loan at a credit union for 1.99% but student loans for college are higher, that should be changed! More well-educated Americans would be better for our country and would aid in our competition with foreign powers that want to be more powerful than America. Wide-spread repression of education must stop, and all Americans must have an opportunity at a good education that would include trade skills and lead to good union jobs. Better wages and good health care are a Union goal and provide for a better America. This is the direction we should be going!

In addition to repression as a tactic of the rich distraction is another important ingredient and a highly developed skill used by politicians to control all of us! While the media has constant broadcasts about immigration and foreign interference in elections no solutions are provided just "blame fixing"! Years ago, Dwight D Eisenhower our President sent the Army down to the border and problem solved! Ike knew how to run an Army and our country as well. By keeping problems going we are distracted from what would really help all of us to progress past the problems and move onto solutions.

Another problem is our infrastructure, constant talk and we still have rusty bridges. This has been a recent subject of conversation so I am hopeful something can be done. Good jobs in repairing the infrastructure are needed and would help unions and America. We would be more competitive with a better infrastructure! The reason nothing has been done for so many years goes back to President Bush number one and his famous quote, "Read my lips, no new taxes!" And then he lost the election to Bill Clinton. Nobody wants to take the blame for raising taxes so, they raise tariffs, and we pay more but the Government did not raise taxes, Clever.

The Government can provide solutions to our problems but first they must stop fighting each other and fight for us! It is more important for the politician to get reelected than do anything that actually solves a problem! We as union members, active and retired must be united in our cause for a better America and this can be accomplished with more union represented jobs that provide good wages, good health care and a secure retirement. Vote in every election and vote for the politician that recognizes unions and our cause! ■

Yours fraternally,

Ray Bunting
President RMC 13021

WOMEN'S COMMITTEE

Marisa MacCroy, Moderator
Jaime Schools (Unit 11 President)
Jaytricia Tremel (Unit 111 President)
Dana Bialek (Unit 54 VP)
Orland Jones (Unit 14 President)

CWALOCAL13000NEWS



Women's View

“ Women’s rights are an essential part of the overall human rights agenda, trained on the equal dignity and ability to live in freedom all people should enjoy. — Ruth Bader Ginsburg ”

Even though it has been over a year since her passing, CWA Local 13000’s women’s committee would like to take this opportunity to remember Ruth Bader Ginsburg and her accomplishments in human rights. Ruth began her education at Cornell University receiving her B.A., attended Harvard Law School, and received her LLB from Columbia Law School (supremecourt.gov). As one of nine women in her class, she was often criticized for being a female taking a seat from a potential male student. This treatment during law school sparked her interest in gender equality. Ruth went on to finish tied for first in her law class.

Based on her past experiences, Ruth began to handle sex discrimination complaints referred to her by the American Civil Liberties Union. She often felt that “men and women would create new traditions by their actions, if artificial barriers are removed and avenues of opportunities hold open to them” (aclu.org). This is when she co-founded the ACLU Women’s Rights Projects in 1972 to help remove the barriers and create opportunities for both women and men.

On June 22, 1993, President Bill Clinton nominated Ruth Bader Ginsburg as an associate justice of the Supreme Court and she took office on August 10, 1993 (Wikipedia.org). During her tenure on the Supreme Court, Ruth fought for gender equality, abortion rights, racial discrimination, etc. All of which are not just women’s rights but human rights as Americans. Ruth Bader Ginsburg fought not only for women but also for men, creating an equal playing field. This equal playing field often times rolled into the labor industry. Without Ruth Bader Ginsburg’s strong stance on equality, many of our equal rights as Union members would not exist today.

Ruth Bader Ginsburg was an advocate for the 14th Amendment of the Constitution, which includes full gender equality for all. In her early years, she won a case where a mother passed away during childbirth (who was also the breadwinner of the family) and the husband was denied social security benefits. This win paved the way for equal treatment of all social security benefits, especially not based on gender. Another notable victory was her decision in United States v. Virginia (1996), where the Virginia Military Institute had to alter their male only admission policy (aclu.org). Finally, in 2013, the Supreme Court dismantled the Voting Rights Act of 1965, which as she stated “race-based voting discrimination still exists” (aclu.org). The list goes on and on.

From a labor standpoint, Ruth Bader Ginsburg made many strides for the labor movement. She not only paved the way for women but also men. She felt discrimination of any kind was unjust and fought every day for equal treatment. Ruth Bader Ginsburg will forever be remembered as an advocate of equality and a fan of working Americans.

“ Real change, enduring change, happens one step at a time. ”

— Ruth Bader Ginsburg



The Local Buzz The Local Buzz The Local Buzz



*Report of Executive
Vice President,
Jeff Reamer*

VERIZON

In early September, amidst the increasing COVID cases connected to the Delta variant, talks between the Union and Company have resulted in an agreement being reached on September 13, 2021 to extend the “Work at Home” agreement. The original agreement, which was set to expire at the end of September, is now extended through February 5, 2022. And while the “Home Garaging” agreement has previously expired on July 31, 2021, all technicians should continue to ensure they are using every every facet of available PPE to protect themselves from potential exposure. In any event of issues surrounding a lack of PPE or any condition that could remotely be considered unsafe, members should immediately contact a Union Representative to be addressed in real time prior to proceeding. ■

AT&T MOBILITY

On September 3, 2021, Mobility advised the Union that they intend to put a mandatory vaccination policy in place for all bargaining unit employees across the country. Their intention, as indicated in their notice would be to require that all employees be fully vaccinated by October 1, 2021 or face potential disciplinary actions going forward. The Union immediately notified the Company that we intend to enter into mandatory bargaining over the effects of this newly announced policy. Bargaining began the following week between the Company and Union

Representatives of the Orange, Black and Purple contracts. As of the date this article was written an agreement has not yet been reached. In the interim, the Company cannot officially enforce the policy while bargaining is occurring over the issue. Issues surrounding this policy and any other workplace issues should be reported to Union officials immediately to be addressed. ■

COMCAST

In South Hills, bargaining continues for our Unit 115 members who are still fighting for a fair contract. In the last bargaining sessions held at the end of August, the remaining issues surrounding shift differential and wages remain unresolved at the table. The Company continues to attempt to gut our existing contractual language through retrogressive proposals. Your bargaining team has held steadfast in our goal of agreeing to nothing less than a fair contract for the membership. The Union offered to engage a Federal Mediator to attempt to resolve the remaining outstanding issues. Comcast has expressed that it has no interest in the use of a mediator. The next bargaining date is set for October 5, 2021. Members must stay engaged in this fight and show the Company that you stand in solidarity with your bargaining team. Bargaining updates will be relayed to the membership as events unfold. ■

WINDSTREAM

Our Unit 103 members in all 4 Windstream contracts began bargaining on September 20, 2021 in Carnegie, Pa for their contracts that are all set to expire on September 30, 2021. From day one, the Company’s agenda of attempting to gut our sickness and disability provisions and to strip our crossover meal language from the contract became evident. Your bargaining team has made it clear to the Company that we have no intention on agreeing



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on a contract riddled with givebacks. The Union’s proposals on the table are all aimed at enhancements to our existing working conditions, benefits, and wages. At the time this article was written both parties are still very far apart on various issues and there have been no resolutions to any of the economic proposals on the table. Bargaining is set to continue with the Company every day up to the midnight September 30th expiration. Updates on bargaining will be relayed to the membership as events unfold. Members should stay in contact with Union officials for potential mobilization efforts needed. ■

NEWTOWN TOWNSHIP (Firefighters)

Bargaining began on September 15, 2021 for our Unit 25 Branch 11 firefighters whose contract is set to expire on December 31, 2021. In the first two days of bargaining the Township’s proposals were geared at gutting our existing scheduling language and negotiated holidays. The Union passed proposals on retiree healthcare as well as wages. In these initial few rounds of bargaining both sides have agreed to limit bargaining to 2 issues a piece in attempts to reach an amicable extension agreement. In the event that these initial negotiations fail, full blown bargaining will ensue. Under the provisions of Pa Act 111, the Union has sent the required notice of impasse to the Township to protect our arbitration rights. The next scheduled bargaining date is set for October 7, 2021 at the Township Building. Bargaining updates will be relayed to the membership through Union officials. ■

AMERICAN RED CROSS

National American Red Cross bargaining began virtually on September 7, 2021. The Bargaining team, consisting of one representative from each the Coalition of Unions

representing the over 4000 Red Cross workers of which our Unit 111 members are part of. Our CWA Local 13000 bargaining representative is Unit 111 President- Jaytricia Tremel along with Marge Kruger from our CWA National office serving as one of the Coalition Co-chairs. Initial proposals received from the Company are aimed at gutting our existing contractual provisions and riddled with givebacks. The Union Coalition proposals are all aimed at respect to our membership in terms of working conditions, safety protections as our members are on the front lines amid the ongoing COVID crisis and enhancing the wages that our membership are paid for the work that they do every day. If history proves true, this round of bargaining will no doubt once again prove to be a challenging one. But with the engagement of every member we are confident we will prevail. Your bargaining team is committed to settle for nothing less than a fair contract, but our success at the table depends on you! Updates on bargaining will be relayed through the new “PULSE” newsletter put out by the Coalition and will be posted on our Local 13000 Facebook page, our website and also sent out through our Local 13000 Union Strong App in real time. Members are urged to stay engaged on these updates and participate in ALL mobilization efforts surrounding bargaining.

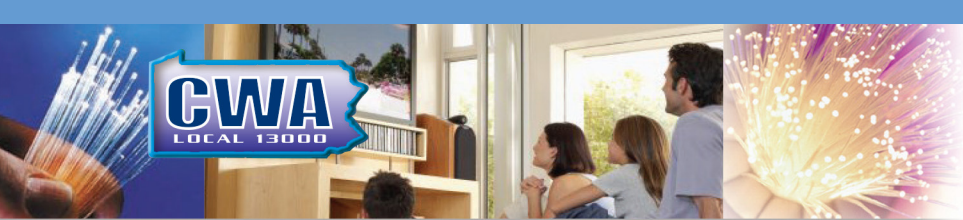
United We Bargain! Divided We Beg! ■

In Unity,

Jeff Reamer

Executive Vice President

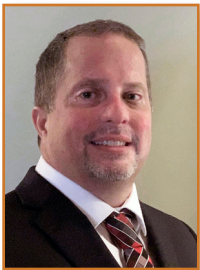
CWA Local 13000



WESTERN REGION UNIT PRESIDENTS

Unit 31	Dan Long	Unit 57	Bob Gourdie
Unit 32	Mike Reeder	Unit 59	Andy Miller
Unit 35	Anthony D'Angelo	Unit 101	Joseph Kopec
Unit 41	Justin Felt	Unit 103	Patrick Catalano
Unit 42	James Stiffey	Unit 111	Jaytricia Tremel
Unit 43	Troy Scott	Unit 115	Mark Onofrey
Unit 44	David Hoskowicz	Unit 116	Justin Voelker
Unit 54	Scott Efferin	Unit 119	Jamie Fetterman
Unit 56	Justin Mealy		

Western Region



Fall is here and unfortunately so is COVID-19. There has been an uptick with new COVID-19 cases. CWA is doing all it can to make sure our members are as safe as can be. The CDC guidelines are always changing. Please check the PA CDC

webpage at www.health.pa.gov for updates.

Verizon's work from home agreement has been extended until February 5, 2022. The company has said they are not interested in the home garaging because it was not working for them. The company has been slow on getting out notifications when someone in a company location has become positive with COVID-19. If you happen to get COVID-19 or find out about a positive case, please make sure to notify your Union Representative so we can get the word out to all of our members that it may affect.

Comcast South Hills bargaining is still ongoing. The Company is still looking to strip our members of their differential pay and to give minimal pay increases and obviously we are not interested. We have some upcoming dates to get back at it with the company. Please make sure to talk to your Union Representatives to see what you can do to get involved to get YOU a better contract. Remember getting a good contract isn't a spectator sport, it requires member participation.

American Red Cross bargaining is in full swing. The pins are out so, please make sure to wear them on drives to show your support for a good contract. Along with that, please fill out the survey that your Unit President Jaytricia Tremel sent out to everyone. Our members are overworked and understaffed on every drive, missing out on breaks and lunches constantly to serve the donors. Your bargaining

team has proposed ways to correct this, but the American Red Cross has no interest! There are 2 more weeks of bargaining scheduled as of now and reports will be coming out as we progress.

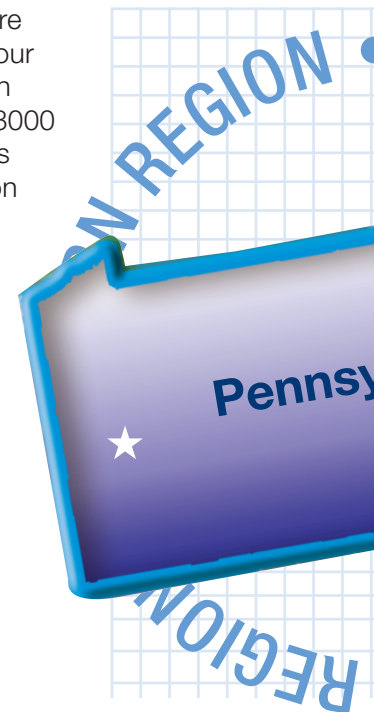
Consolidated Communications contract is set to expire on February 28th, 2022. We will be sending out bargaining surveys soon. Please make sure to fill those out and get them back in to the Union office so we can base our proposals on what YOU want in YOUR contract.

Anyone that has a contract that is being bargained, please make sure to sign up for the CWA app. All your information is only able to be seen by the Union. Please TEXT cwa13000 to 47117 and follow the directions for up to the minute information on your contract.

All grievances for every company we represent out in the Western Region are caught up. We have been working hard to keep things moving while still in this pandemic. As things are going on in our region and if you hear things or have questions, please feel free to get the facts from our office. Please call us at 412-429-9292. ■

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	Dave Gain
Unit 13	Charlie Butz	Unit 33	Craig Brasten
Unit 14	Orland Jones	Unit 34	Daisy Ellerbee
Unit 15	Chris Wackerman	Unit 37	Dave Baker
Unit 21	Joe Kincade	Unit 211	Bader Lilley
Unit 22	Joseph Peruggia		

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Eastern Region



Around The Region

Now that work centers are becoming more populated with employees, the risk of contracting Covid-19 Virus is more prominent. New variants as well as the fact that vaccinated people can still

contract and spread the Covid poses new concerns. Employees should follow the company protocol

regarding Covid exposure but if there is something that does not seem right, or contradictory contact your union representative. Several circumstances have occurred over the past few months where it appears to me that the company is taking less than appropriate measures by mitigating the employee's time away from work.

Recently, a vaccinated employee's child became ill and subsequently tested positive for Covid. He was also tested even though he was vaccinated and had no symptoms. Management instructed him to report to work even though his results were not available yet. He worked with several different employees (vaccinated and unvaccinated) over the next two days only to find out that his results were positive too. It seems to me that the best circumstance would have been for the employee to stay home until the test results came back. Upon discovery of the test results, the company tried to insinuate that the employees that became exposed to him were embellishing on the "Return to Work" tool. This would not have happened if the company followed their script from last year where

the employee stays home until they receive the test results. A classic example of "tripping over a dollar to save a nickel". So, to reiterate, you should follow the company guidelines, and make sure that your co-workers and Union officials are aware.

The February loans involving the multiple titles from the OCC into the FSC have concluded and the future plans for some of these employees are unclear at this time. It seems that the company wants to blend administrative groups as well as assign new job functions to certain titles. As future meetings continue, our plan would be to communicate the information as clearly as possible so that the members are fully aware of the plan. In February, the information provided by the company was in complete disarray to a point that one employee actually chose to retire immediately, and others applied and received the Special EISP in June of this year. Hopefully all of the employees that retired did it for the right reasons and not for fear of the unknown. I wish them all the best of luck on their retirement.

Lately, managers in both AT&T and Verizon have been utilizing their outside departments like Security or EEO to conduct interviews for their employees. The days of the immediate supervisor conducting an internal investigation is rare these days. External investigations are desensitized and without emotion whereas internal investigations tend to have the supervisor vouching for the employee's character and work ethic. Whether it be a clerical error on a timesheet or some sort of mumbled comment in the hallway, when external departments are brought in, it has been extremely unfavorable to the employee. It is not enough for us as employees to say, "it's cool my boss knows" because the boss is being circumvented by this process. ■

In Unity,

Richard R. Dezzi
Eastern Region Vice President

Philadelphia Council AFL-CIO Tri-State Labor Day Parade 2021





Philadelphia Council AFL-CIO Tri-State Labor Day Parade 2021



The 27th annual Jim Willer Golf Outing on Friday October 1, was yet again another huge success.



The uncertainty of last year’s pandemic forced us to sit back a year but after careful consideration we moved forward, and we were able to get right back to where we left off two years ago. The fall weather provided excellent golf conditions that supplied a large field of golfers, volunteers and donors making the event an afternoon to remember. Unit 15 members Chris Wackerman, Sean Beal, Brian Marynowitz and Bill Cieslinski won the event edging out another Unit 15 foursome. Retired Unit 1 member Mike Flynn was the “Closest To The Pin” winner and Unit 15 member Tom Quinn won “the Longest Drive”.

Our sponsors were able to provide generous gifts and amenities for all that were present at the Walnut Lane Golf Course in Philadelphia. I would like to thank Rob Burnham and Terry McNichol from NettWorth for not only providing the Golf Shirts, but they volunteered their time as well. Printerlink Communications sponsored the Donuts and Coffee. Willig, Williams and Davidson and the Vince and Pat Maisano Memorial Trust provided Lunch. The Haverford Trust supplied the beverages, Kevin McGarry from Valley Financial covered the snack bar and the pretzels were supplied by Craigs Tavern owner and retired Malvern Splicer Steve Morris.



Hole Sponsors for the event were all of the above sponsors as well as the entire CWA Local 13000 Executive Board, Unit 1, 11, 15, 21, 23, 25, and 33 Councils, CWA Local 13101, IUEC Local 5, Bucks County CLC, Mike and Susan McNally, Lee and Wynnetta Ward, Joe and Lucille Kincade, Mike McCullin, Renee Gatz, Rob McFadden, Michael Caudo Esq. Cherry Street Tavern and the Wharf Restaurant.

Finally, I would thank Carol Page, Mark Boehmer, Jaime Schools, Lynn McCarthy, Carolyn Alvarez, Mary Jane Bamberski, Erica Soder, Tom Romantini, Bill Olszewski, Elaine Bell, Christine Caudo and Lori Tobin for their help not only on the day of the event, but all of the days leading up to the event. Hope to see everyone next year for the 28th annual.

Sincerely — Rich Dezzi



The 27th annual Jim Willer Golf Outing on Friday October 1, was yet again another huge success.



CWA Local 13000 Endorsed Candidates

November 02, 2021 General Elections



Justice of Supreme Court

Maria McLaughlin (D)

Judge of Superior Court

Timika Lane (D)

Judge of the Commonwealth Court

Lori Dumas (D)

David Lee Spurgeon (D)

Judge of Municipal Court

Michael C. Lambert (D)

George R. Twardy, Jr. (D)

Judge of Court of Common Plea

Wendi Barish (D)

Nicholas S. Kamau (D)

Craig R. Levin (D)

Cateria R. McCabe (D)

Mark J. Moore (D)

Christopher R. Hall (D)

City Controller

Rebecca Rhyhart (D)





CWA Local 13000 Endorsed Candidates (continued)

November 02, 2021 General Elections

Judicial Endorsement for Retention

Superior Court

John T. Bender
Mary Jane Bowes

Commonwealth Court

Anne E. Convey
Renee Cohn Jubelirer

Court of Common Plea

Diana L. Anhalt
Denis P. Cohen
Rose Marie Defino-Nastasi
Charles E. Ehrlich
Angelo J. Foglietta
Jonathan Q. Irvine
Elizabeth Jackson
Vincent L. Johnson
Sean F. Kennedy
Barbara A. McDermott
Margaret T. Murphy
George W. Overton
Edward C. Wright

Municipal Court

Frank T. Brady
Patrick Dugan
Charles Hayden
Christine M. Hope
Sharon Williams Losier
Joffie C. Pittman, III
Craig M. Washington





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VOTE NOVEMBER 2

Please be sure to vote for the CWA Local 13000 endorsed candidates listed inside.

For more information, contact Local 13000 at 215-561-1321, 412-429-9292 or 215-564-6169.