

**From:** [Daniel Wasser](#)  
**To:** [Jody Calemine](#)  
**Cc:** [REDACTED]  
**Subject:** RE: follow-up  
**Date:** Wednesday, January 30, 2019 4:35:00 PM  
**Attachments:** [image001.png](#)  
[image002.png](#)  
[Shelton 4-10-18 - Cost Analysis.pdf](#)

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Hi Jody,

Thank you for the email, and I hope this finds you good as well and staying warm during this polar vortex. In follow-up to your email of 1/29/19 and our last meeting of 12/10/18, I recall the following:

1. We have the last proposal submitted to us, by you and George on behalf of Chris; prior to all of us leaving, we both shared that it was unfortunate that we were unable to reach a deal.
2. NPP - You stated that CWA had the resources and influence to resolve the issue, and we shared with you what we believed was a democratic settlement for the NPP issue, which was the same resolution we shared with you on 10/23/18. Don and Pat asked that you use such resources and influence to resolve the issue with the proposed settlement and get back to us. You are stating that the resolution did not fly and that Chris will be following up with us on this front. Did Chris reject it, did the NPP reject it, or someone else reject it?
3. UPH Property Question – Chris sent me an email on 11/16/18, which speaks to itself, and I responded to Chris' email on 12/17/18 which also speaks to itself. Per your latest question, I went through all the PPMWS files, which included minutes of conferences, etc. It did not include any files that may be at headquarters or in CWA's document retention location. Accordingly, what files have you found at headquarters and/or CWA's document retention location as you continue your search? As stated previously, please note that the UPH is a separate entity and the position of the PPMWS is one that the PPMWS holds no interest, property or otherwise, in the UPH.
4. Dues Income – At our meeting of 12/10/18 I was surprised by the number of \$488,272 (along with the other numbers) provided to us by George and yourself at 3:31 p.m. These numbers were significantly different than the numbers that Chris provided to us on April 9, 2018, in which Chris stated that he "dedicated some staff time looking at the economics of [our] counterproposal. Attached is what Chris provided to us and as you will see, the numbers are significantly different than the numbers that were provided to us on 12/10/18. I requested data from George on 12/11/18 seeking data on the dues income that was raised during our discussions on 12/10/18. On 12/20/18 Elizabeth

Wilks emailed me 3 full fiscal years, and 1 year (to date) of schedule 5's. That data is being reviewed.

I hope that this answers the questions asked in your email and if you need anything else please don't hesitate to ask. Thanks Jody.....take care

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Members 3,600 (excludes retired members)

April 9, 2018

Income Growth -3%

Expense Increase 3%

Salary Increase 2.50%

Year	2018	2019	2020	2021	2022	2023
Income	\$547,497	\$ 531,072	\$ 515,140	\$ 499,686	\$ 484,695	\$ 470,154
Annual Contribu	\$ 100,000	\$ 100,000	\$ 100,000	\$ 100,000	\$ 100,000	\$ 100,000
Total Revenue	\$ 647,497	\$ 631,072	\$ 615,140	\$ 599,686	\$ 584,695	\$ 570,154
<b>Salaries</b>						
1	\$ 133,793	\$ 137,138	\$ 140,566	\$ 144,080	\$ 147,682	\$ 151,374
2	\$ 108,415	\$ 111,125	\$ 113,904	\$ 116,751	\$ 119,670	\$ 122,662
3	\$ 67,087	\$ 68,764	\$ 70,483	\$ 72,245	\$ 74,051	\$ 75,903
4	\$ 108,415	\$ 111,125	\$ 113,904	\$ 116,751	\$ 119,670	\$ 122,662
SubTotal	\$ 417,710	\$ 428,153	\$ 438,857	\$ 449,828	\$ 461,074	\$ 472,601
<b>Benefits</b>						
51.1%	\$ 213,450	\$ 218,786	\$ 224,256	\$ 229,862	\$ 235,609	\$ 241,499
Op Expense	\$ 180,717	\$ 139,604	\$ 143,792	\$ 148,106	\$ 152,549	\$ 157,125
Total Expenses	\$ 811,877	\$ 786,543	\$ 806,904	\$ 827,796	\$ 849,231	\$ 871,225
R minus E	\$ (164,380)	\$ (155,471)	\$ (191,764)	\$ (228,110)	\$ (264,536)	\$ (301,070)
10% income contribution	\$ 54,750	\$ 53,107	\$ 51,514	\$ 49,969	\$ 48,470	\$ 47,015
<b>Op Fund Balance</b>						
\$ 800,000	\$ 480,870	\$ 172,293	\$ (170,986)	\$ (549,064)	\$ (962,070)	\$ (1,410,156)