



## Voice @ Work and the Employee Free Choice Act

from the AFL-CIO

This July 4th, the labor movement will focus on the freedom to bargain collectively and to form a union. During the National Workplace Week of Action (June 28-July 4), we'll be collecting postcards about the need to restore the right to bargain to send to President Bush and Senator Kerry.

Some 42 million U.S. workers say they would join a union if they could. But when workers try to get a voice on the job by forming a union, employers respond with intimidation, harassment and retaliation. And federal law doesn't address this injustice.

Working families are mobilizing to reform the nation's labor laws. More than 231 members of Congress are co-sponsoring unprecedented legislation to give workers who want to join unions a fair chance to do so.

The Employee Free Choice Act (EFCA), S. 1925 and H.R. 3619, sponsored by Sen. Edward Kennedy (D-Mass.) and Rep. George Miller (D-Calif.), ensures that when a majority of employees in a workplace decide to form a union, they can do so without the debilitating obstacles employers now use to block their workers' free choice. More than 30 senators and 201 House representatives are co-sponsoring the bills, introduced in Congress in November 2003.

Call your U.S. senators at 202-224-3121 and U.S. representative at 202-225-3121, and urge them to co-sponsor the EFCA. Get involved with the nationwide Voice@Work campaign to ensure workers have a fair chance to win a voice on the job.

### Summary of Employee Free Choice Act

#### 1. Certification on the Basis of Signed Authorizations

Provides for certification of a union as the bargaining representative if the National Labor Relations Board (NLRB) finds that a majority of employees in an appropriate unit has signed authorizations designating the union as its bargaining representative. Requires the NLRB to develop model authorization language and procedures for establishing the authenticity of signed authorizations.

#### 2. First Contract Mediation and Arbitra-

*(Continued on page 2)*

## Hill Urged To Review SBC-Communications Workers Contract

From the National

Conservative business leaders are urging Congressional Republicans to look into the pending contract worked out by SBC Communications and the Communications Workers of America. Led by the National Legal and Policy Center, the opponents of the deal suggest that it will cost Americans in higher bills, lock in SBC's market domination, and give more power to the CWA, which is anti-Bush.

In a letter from Ken Boehm, chairman of the National Legal and Policy Center, to House Financial Services Committee Chairman Michael Oxley, the group also said that the contract reward's CWA's recent strike and

"guerilla tactics." SBC, which cited business woes in the talks, granted a five-year wage increase program, pension increases and a job guarantee for current workers.

Said Boehm, "Unfortunately, the biggest losers are consumers and shareholders who benefit from the free market policies of the administration and Congress."

This example is one of the most blatant attacks on collective bargaining that we have ever seen. This presidential election is about more than just protecting overtime. This election is about the future of the collective bargaining process and the right of our members to engage in collective action.

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## CWA Members Should be Looking to Their Futures

by Ray Pomeroy

It's more important now than ever for our members to take the initiative to know about and learn the new/emerging technologies that our companies are deploying.

Big changes are occurring in the telecom industry. The Telco's, both Wire-Line and Wireless, are rolling out technologies that are less labor intensive, faster and cheaper to deliver.

On the Wireless side of the house the companies are selling broadband access, deploying new technologies in the GSM family (GSM, GPRS, EDGE, 3GSM) and developing new phones with more features to take advantage of these technologies.

On the Wire-Line side they are pushing DSL, selling TLS (Transparent LAN Service, 10 meg, 100 meg and Gigabit over fiber) to connect customer LANs over a wide area and technologies such as Flex-Grow for small businesses and Fiber To The Premise (FTTP).

As evidenced by the growth in DS1, DS3 and SONET services in recent years, customer demand for bandwidth continues to grow and unless we keep up with the new technologies we will be left behind.

In the case of VoIP (Voice over Internet Protocol), a technology that has only recently progressed to the point where it's useable, Verizon expects to close 4 out of 5 Central

Offices and have the remaining ones filled with computers, servers and routers. It is expected that VoIP will be dominant in 3 to 5 years and all the Telco's will similarly consolidate their offices. The equipment is smaller and cheaper than the class 5 switches currently used in the PSTN (Public Switched Telephone Network) and runs over a broadband connection right over the internet. It is being offered by Incumbent Telco's, Cable companies, AT&T and a few VoIP companies as well as some universities, businesses, and local governments over private networks.

FTTP is generating plenty of work at the moment and will continue to over some period of years if the initial deployments are successful. That project will support broad band internet access including VoIP, regular PSTN access and video as well as whatever new technologies come out in the future.

It will be up to you to learn about these technologies and others as they are developed. CWA is making available, through affiliations, training to help you keep up with our changing industry. Most of these offerings will be covered by the Verizon Tuition Assistance Plan and some may be covered under Cingular's Tuition Plan.

See the article on page 3 for information on ATP or go to <http://www.cwanett.org/> on line for a look at what is available there.

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**President's Point of View.....**

*Denise Burns*

I looked back at old contracts to see just how far we've come. I compared wages in the Annapolis area.

1955  
Cable Splicer, System (PBX) Technician, Central Office Technician  
Start \$46.00 top \$99.50 (99 months to top)  
Service Technician  
Start \$46.00 top \$95.00 (99 months to top)  
Lineman  
Start \$46.00 top \$92.50 (99 months to top)  
Engineering Assistant  
Start \$46.00 top \$92.00 (69 months to top)

1956  
Service Representative, Drafting Clerk  
start \$42.00 top \$68.50 (92 months to top)  
Assignment Clerk  
start \$42.00 top \$72.00 (83 months to top)  
Test Center Clerk  
start \$43.00 top \$65.50 (78 months to top)

8/1/2004  
Cable Splicer, System Technician, Central Office Technician  
start \$438.50 top \$1103.00 ( 48 months)  
Service Technician, OPT  
start \$431.00 top \$1059.00 (48 months)  
Engineering Assistant  
start \$435.00 top \$1164.50 (54 months)

*(Continued from page 1)*

**tion**

Provides that if an employer and a union are engaged in bargaining for their first contract and are unable to reach agreement within 90 days, either party may refer the dispute to the Federal Mediation and Conciliation Service (FMCS) for mediation. If the FMCS has been unable to bring the parties to agreement after 30 days of mediation, the dispute will be referred to arbitration and the results of the arbitration shall be binding on the parties for two years. Time limits may be extended by mutual agreement of the parties.

**3. Stronger Penalties for Violations While Employees Are Attempting to Organize or Obtain a First Contract**

Makes the following new provisions applicable to violations of the National Labor Relations Act (NLRA) committed by employers against employees during any period while employees are attempting to organize a union or negotiate a first contract with the employer:

**a. Mandatory Applications for Injunctions:** Provides that just as the NLRB is

Consultant, Service Representative  
Start \$419.50 top \$928.00 (36 months)  
Assignment Administrator, MA, FA  
start \$372.50 top \$886.50 (36 months)  
General Clerk  
start \$357.00 top \$764.00 (36 months)

In 1964 bargaining we established a contributory basic health plan for employees, retirees and dependents. We paid ¾ of the cost while the company paid ¼. Today our benefits are paid by Verizon. To figure how much your job is worth you must add benefits to your basic wage.

Cable Splicer, System Technician, Central Office Technician \$25,300  
Service Technician, OPT \$24,300  
Consultant, Service Representative \$21,300

While Verizon is not the caring company C&P once was, it would be difficult to find a similar job making the money we make with the same benefits we have. In 2003 we had three terminations and 10 suspensions. So far in 2004 we have had seven terminations and seven suspensions.

My message to you is simple. Terminations and suspensions are increasing. Verizon is making it clear that they will discipline first

*(Continued on page 3)*

required to seek a federal court injunction against a union whenever there is reasonable cause to believe that the union has violated the secondary boycott prohibitions in the NLRA, the NLRB must seek a federal court injunction against an employer whenever there is reasonable cause to believe that the employer has discharged or discriminated against employees, threatened to discharge or discriminate against employees or engaged in conduct that significantly interferes with employee rights during an organizing or first contract drive. Authorizes the courts to grant temporary restraining orders or other appropriate injunctive relief.

**b. Treble Back pay:** Increases the amount an employer is required to pay when an employee is discharged or discriminated against during an organizing campaign or first contract drive to three times back pay.

**c. Civil Penalties:** Provides for civil fines of up to \$20,000 per violation against employers found to have willfully or repeatedly violated employees' rights during an organizing campaign or first contract drive.

## RAMP Rankings at Verizon

We've had a lot of questions on the way our Verizon members are ranked in the RAMP system. Here are the explanations right out of the book.

### Code Descriptions

L - (Lateral) Currently in the requested title, or, in a job title having similar job duties.

B- Currently in a directly-related title: OR,  
 - Previously held the requested title or previously in a job title having similar job duties (for at least 6 continuous months within the last 5 years); OR  
 - Has verifiable non-Company experience in a job which is substantially the same as the job being filled (for at least 12 continuous months within the last 5 years).

C- Currently in a related title; OR,  
 - Previously held a directly-related title (for at least 6 continuous months within the last 5 years).

D- Previously held a related title (for at least 6 continuous months within the last 5 years).

E- Candidate has none of the work experience listed on the Job Briefs for Job Experience Code L, B, C, or D within the last 5 years.

### Higher Education/Training

#### Code Description

I- Job-related, 4- or 2-year college degree; OR,  
 - Job-related Business/Trade/ Technical School Diploma and/or Certification.

2- Job-related, out-of-hours training courses.

3 - None of the above.

### Rating Job Performance

#### Code Description

E -Exceeds Requirements  
 M -Meets All Requirements

## Cingular Quota's

by Ray Pomeroy

Effective April 4, 2004 Cingular "adjusted" the commission structure for employees in the title of Sales Representative-Inside Sales and Retail Consultants-Inside.

We covered the monetary issue in a past newsletter but now we are getting questions about pro-rating for vacation etc.

According to what we have so far (we're having a little trouble getting a copy from Cingular) while they pay a relief payment if you take 5 or more vacation days they do not adjust your quota, which could put you in line for discipline.

According to Mannie Pallia in Human Resources, they will look at each case individually and if the week off puts you in a position to be disciplined and you would have made your quota otherwise they won't count it against you.

If you miss your quota and it counts against you in any way because you were sick or had paid time off, vacation, EWP etc. then you should be filing a grievance. You can call the local office for a statement of occurrence.

## Training for Your Future Through ATP

Applied Professional Training, Inc. in association with CWA is offering courses on: Voice over Internet Protocol (VoIP), Central Office Telecommunications, Badic Electronics, Fiber Optic Communications, Data Communications, Data Cabling Installation, FCC-General Radiotelephone License, Wireless Communications Technology and Advanced Data Technologies.

The courses range in price from \$695 to \$1900 and will be funded through VZ TAP.

HOW TO REGISTER FOR AN APT CLASS WITH VERIZON  
 (800) 431-8488

STEP 1: COMPLETE A TUITION ASSISTANCE APPLICATION. APPLICATIONS ARE AVAILABLE ON THE INTERNET AT <http://tamsonline.org/vztap>. ON THE VERIZON EWEB BY SELECTING "FOR ME", "EDGE", AND "EDUCATIONAL ASSISTANCE" AND BY CALLING VZ TAP AT 866-994-3470

STEP 2: CAREFULLY COMPLETE ALL INFORMATION ON THE APPLICATION.

YOU WILL NEED TO INCLUDE THE NAME OF THE ACCREDITED EDUCATIONAL INSTITUTION (APPLIED PROFESSIONAL TRAINING, INC.), THE ADDRESS (P.O. BOX 131717, CARLSBAD, CA 92009), THE SPECIFIC COURSE NAME(S) AND NUMBER(S) FOR WHICH YOU ARE REQUESTING TUITION ASSISTANCE, START AND END DATES OF THE COURSE(S) AND TUITION COSTS. SUBMIT YOUR APPLICATION FOR APPROVAL, DIRECTIONS ARE ON THE APPLICATION AND ON THE WEB SITE.

STEP 3: FILL OUT THE APT ENROLLMENT FORM AND FAX TO 1-888-431-8588.

(THIS FORM WILL RESERVE YOUR SEAT IN CLASS!) COMPLETE THIS RIGHT AWAY AND FAX TO APT. IMPORTANT: DO NOT WAIT UNTIL YOU HAVE RECEIVED YOUR LETTER OF CREDIT OR YOU MAY NOT GET A SEAT.

STEP 4: APT WILL MAIL YOU A CONFIRMATION LETTER WITH DETAILS ON THE CLASS LOCATION, DATES AND TIMES.

STEP 5: WHEN VERIZON APPROVES YOUR APPLICATION, THEY WILL SEND YOU AN AUTHORIZATION FORM CALLED A "LETTER OF CREDIT".

A LETTER OF CREDIT FOR THE APPROVED COURSE(S) IS SENT TO YOU VIA COMPANY EMAIL TO THE ADDRESS PROVIDED BY VERIZON. IF NO EMAIL ADDRESS IS PROVIDED, THE LETTER OF CREDIT IS MAILED TO YOUR WORK ADDRESS. ALLOW TWO TO THREE WEEKS TO RECEIVE YOUR LETTER OF CREDIT. SIGN THE LETTER OF CREDIT AND MAKE A COPY FOR YOUR RECORDS.

STEP 6: BRING THE LETTER OF CREDIT WITH YOU ON THE FIRST NIGHT OF CLASS AND GIVE TO YOUR INSTRUCTOR NO OTHER PAYMENT IS REQUIRED!

NOTE: YOU MUST HAVE YOUR LETTER OF CREDIT ON THE FIRST NIGHT OF THE CLASS IN ORDER TO BE ENROLLED AND PARTICIPATE.

WHEN YOU COMPLETE THE COURSE, MAIL A COPY OF YOUR OFFICIAL CERTIFICATE OF COMPLETION (KEEP THE ORIGINAL FOR YOUR RECORDS) TO THE VZ TAP PLAN ADMINISTRATOR WITHIN 60 DAYS (FAXED COPIES WILL NOT BE ACCEPTED). ANY QUESTIONS CALL APT: (800) 431-8488

APT Will consider bringing a class to us if enough people sign up.

(Continued from page 2)

and think later. You have to take the extra steps to secure your position with the company. Don't do things you know are wrong. If you aren't sure of something, you need to ask someone that knows.

We have continued to gain through bargaining. We have good wages and paid benefits. Add them together, then add the extras such as overtime or any other monetary gain. You now have a better than average compensation package. Think before you act! Can you

really afford to put your job in jeopardy?

*"They downsize. Wall Street approves. Corporate stocks rise. And workers go home, sick to their stomach with fear, to try to explain or to understand why they are now unemployed."*

Mike Barnicle

Scholarships

The Scholarship Fund will be holding a yard sale in the fall. Please donate your unwanted items. (Infant clothing only) If you have a donation please get it to a steward, officer or Ann Crawford at Riva Rd.

Sympathies to:

Robert Allard on the death of his daughter  
Amanda Hann on the death of her husband  
John Lord on the death of his son and grandmother  
Germain Proctor on the death of his cousin

Get Well to:

Penny Johns recovering from surgery  
Mary McChesney recovering from surgery  
Dave Vance recovering from surgery

Dates to Remember

Membership meetings

9-14 Combined meeting in Bowie

Other Meetings

06-24 Stewards Meeting  
06-29 Executive Board Meeting

Retirees Corner

RMC meetings will be held on the second Monday in January, February, March, April, May, September, October, November

Verizon

Medical, Prescriptions, Dental & Vision issues relating to payment of bills, providers, directories, medical necessity of services, forms, plan questions, retirees:

John Petrini 800 627-0200 Fax: 610 566-3123

FMLA, SADP, CORE issues:

Bill Sonnik 888 571-7218 Fax: 304 264-4189

Retirees Over 65 Years old:

Sue Anderson 888 324-4969 Fax: 973 691-0865

«FirstName» «LastName» «Suffix»  
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