



Bring it Back!  
Verizon Proxies  
from Unity @ Verizon

Verizon's annual stockholder meeting will be held in Houston, TX, on May 5th. Our proxies should be arriving in the mail shortly. To have the union deliver your proxy to Verizon:

1. Vote your proxy by placing an "X" in the For, Against, or Abstain box for each proposal. Voting **recommendations** will be posted at [www.cwa-union.org/verizon](http://www.cwa-union.org/verizon)
2. Sign and date the card where indicated.
3. Bring back the proxy card and the return envelope to the local by April 29th.

**Bring back telephone work from our competitors.** Management has asked for our help in winning back customers from the cable companies and other new competitors. We too want FiOS and other services to succeed, and we're glad that management recognizes that our skills and experience are critical. **But that's not all we need to bring back .**

**Bring back 3,000 DSL tech support jobs from contractors.** The company is opening 5 new union Fiber Solutions Centers (FSCs) around the country to handle tech support for broadband customers who use fiber, but it's still sending tech support for broadband customers on DSL to contractors in the U.S. and Canada. All broadband support should be performed by union employees at the FSCs. It doesn't make business sense to contract out these jobs. To compete effectively, we've got to retain our current DSL customers and persuade them to move to fiber when it's available; we'll do this with great service and tech support, not with short-term contractors with little training and no long-range interest in Verizon's future.

**Bring back real bundled services.** Even though management touts Verizon's strength as an all-in-one telecom company, it doesn't offer true bundled services—because that would mean allowing union workers to sell Wireless. Separating Wireless just to keep it non-union is hurting Verizon's competitive

(Continued on page 3)

Tentative Agreement at Cingular

CWA has reached a tentative agreement with Cingular Wireless covering 5,300 workers under the Orange Contract.

"We believe that this 4 year agreement achieves the goals we set out at the beginning of this process: employment security, especially with the integration of AT&T Wireless, changes in the compensation plan for retail sales employees that reflect a changing industry, improvements in job conditions for call center workers and technicians, a fair wage increase, and other concerns our members identified." (the bargaining committee)

While we didn't get everything we wanted this is a solid second contract.

This settlement provides for a compounded wage increase of 11 percent for Cingular Wireless workers over the four-year contract term; improves base compensation for retail sales members by more than 25 percent; addresses call center and retail matters such as quota relief and job duties, as well as other

contract gains. The agreement also further strengthens integration and employment security issues.

A summary of the proposal was mailed out on March 14th, if you did not get a copy call or e-mail the Local office and we will e-mail you one.

This agreement is subject to membership ratification. Check the hotline for a date & time on an explanation conference call.

Ballots were mailed to members from AAA on March 18. If a member does not get a ballot or receives a damaged ballot he/she is to contact the local and the local will need to contact AAA. All ballots have to be received by AAA by 9 am on April 8 and counting will begin at 10 am by AAA. Observers are allowed but they have to contact AAA in advance.

**Local 2107 Bargaining Hotline**  
**410 224-8003**  
**866 900-2107**

Former AT&T Wireless Workers Joining CWA

Unlike Denny Strigl and Ivan Seidenberg, management at Cingular respect their employees' rights to make their own decisions about whether to organize their workplaces. Workers are not screened for union sympathies before they're hired. Employees are not subjected to mandatory anti-union presentations. Management doesn't run an internal website distorting the truth about unions. Employees who want to discuss with their co-workers whether or not to unionize aren't subjected to surveillance, intimidation, or retaliatory discipline. Cingular doesn't close down call centers when union talk gets too loud.

Here's how workers at the AT&T Wireless call center in Jackson, MS, described the process: "We did it. We stood up together for getting a voice in our jobs at Cingular Wireless, and soon we'll have CWA representation like 22,000 other CWA members at Cingular. More than a majority of us signed CWA authorization cards, and we'll have our union when the cards are certified by an independent arbitrator. With CWA, we'll have due process during disciplinary actions and greater job security. We'll also have a pay system that is fairly set and not based on favoritism. Most of all, we will no longer be considered 'at will' employees."

FMLA @ Verizon

FMLA forms are now available to our members on Verizon's eweb. The immediate benefit is that our members can download the form and take it to their doctor for certification for chronic or acute conditions rather than have to make a second trip to get the form filled out.

The eweb address is: <http://hr.verizon.com/job/index.shtml>

Retirees Corner

The next meeting for CWA 2107 RMC is on April 11 at 10 AM at the Local Office. The guest speaker will be Kim Nelson from Maryland for HealthCare.

RMC meetings are held on the second Monday in January, February, March, April, May, September, October, November and December at the Local 2107 office at 2441 Holly Ave, Annapolis and begin at 10AM.

**E-mail Addresses**

**President:** Denise Burns  
dburns@cwa-2107.org  
**EVP:** Ray Pomeroy  
rpomeroy@cwa-2107.org  
**Sec-Treas:** Donna Blanchard  
dblanchard@cwa-2107.org  
**Northern VP:** Al Schuitema  
aschuitema@cwa-2107.org  
**Southern VP:** James Padgett  
jpadgett@cwa-2107.org  
**Cingular VP:** Dutchin Webster  
Cingular@cwa-2107.org  
**Editor:** Ray Pomeroy  
newsletter@cwa-2107.org  
**General Mailbox**  
2107@cwa-2107.org



**LOCAL 2107 NEWS**  
 Published Monthly By  
**Communications Workers  
 Of America**  
**Local 2107**  
 Affiliated with the AFL-CIO

**Officers:**  
**President**-Denise Burns  
**Secretary/Treasurer**-Donna Blanchard  
**Executive Vice President**-Ray Pomeroy  
**Vice President South**-James Padgett  
**Vice President North**-Al Schuitema  
**Cingular VP**-Dutchin Webster  
**Editor**-Ray Pomeroy  
**Assistant Editor**-Matt Dement

(ISSN 0890-8532) Periodical Postage  
 Paid at Annapolis, MD. 21401  
 Office Located at:  
 2441 Holly Ave  
 Annapolis MD 21401-3116  
 Phone: 410-224-0166  
 Fax: 410-224-0165

Postmaster, send changes to:  
 Local 2107 NEWS  
 2441 Holly Ave.  
 Annapolis, MD. 21401-3116



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

*Denise Burns*

Are you set on self destruction?

Each month as I prepare to write my next column, I try to look at what has happened in the past month and how has it affected our members. I would, one day, like to write about something positive.

This time I want to write about self-destruction. There are many different forms of it and I am beginning to see them all. Each time something new is brought to me I am more mystified than the last.

I believe that coming to work and doing your job should be relatively easy. Come to work and be on time, in your seat and ready to work or out the door of the garage by the designated time, do your work, take your breaks and lunches (come back on time), work with your co-workers and go home. It's a no-brainer!

What I hear every day, week and month is quite the opposite. We have people that try to cheat the system. Be it misusing benefits or misusing time, it really doesn't matter. When the company has people they know are getting over, they don't discipline just one person they make it more difficult for everyone. Take absence and FMLA for instance. More people are being put on step now than ever, there is more paper work, there are more denials. Everyone is now a suspect and the company's answer is to punish everyone. Now you may be an abuser and are skating by but what happens when you are caught? You are on a self destructive course. No one will be able to save your job if you are abusing the system! When the company can prove misuse of benefits they will and you won't be employed here. When properly documented, being chronically late or arriving just at the time you should be ready to work in an office environment will get you stepped and if it happens enough you will be terminated. We won't see you back in the work place either.

The issues that are still hot topics are Instant Messaging, porn and shopping on the internet and of course, misuse of company email. Security hasn't forgotten about these things. There is no telling when they will be looking at your department to see what is being done electronically. They can monitor everything. Have you ever heard of misuse of company time, falsifying records or misuse of company equipment? We hear it all the time. Depending on the severity of what was done

your job will be in jeopardy. We all come to work for our paycheck and we are supposed to earn it. Is doing something that you know is wrong worth your income? The next time you go on the internet, for just a second, to order something stop and ask yourself is this one particular thing worth what you make a year. Use company equipment and time for just company business. If there is something that you need to do that is questionable ask your supervisor before assuming it is ok.

One quick way to get fired is to take something that belongs to the company. This is stealing. When you are in a sales job be particularly careful that you do as you as supposed to. If you have contact with money or company equipment it can all be tracked. Big brother is watching.

Outside activities can affect your job. If you are involved in something that could lead to you missing time at work or affecting your job performance, you need to seek help. Whether you go to your own counselors or you call EAP you need to take action. Don't wait until this problem consumes your life. If you need assistance with something and don't know where to turn, talk to a steward or an officer. We want to be proactive in helping you keep your job.

What I see happening every month is members not thinking about the consequences of their actions. Don't become a statistic. If you are doing something wrong, believe me someone probably knows it. There are no secrets in a big company and someone is bound to tell. We should be helping each other not hurting each other. Think about what you are doing, when you are doing it and think about the consequences of that action.

If we all just come to work, do our work and mind our own business we will stay out of trouble. There are times when you end up involved in something that is out of your control but some of us are on self destruct and could prevent what happens. If you are serious about your job or career take time to think about your actions. Otherwise you may not have either one.

*"We often give our enemies the means for our own destruction"*

The Moral from 'The Eagle and the Arrow' – An Aesop's Fable

## To Save Social Security

from CWA

Saving Social Security and fighting what they called an "immoral" budget are high on the list of priorities for lawmakers who spoke to more than 500 local CWA officers from across the country at the union's annual Legislative Conference in Washington D.C. in March.

One after another, senators and representatives pledged to stand in the way of any White House scheme to put workers' hard-earned retirements at risk by privatizing the system.

Massachusetts Senator John Kerry, warmly welcomed by the crowd, put it bluntly and simply: "We're not going to privatize Social Security, period."

Noting rollbacks in worker training and unemployment aid, among others, Representative Chris Van Hollen (D-Md.) said Bush's "latest attack is on a program that's kept millions and millions of seniors out of poverty and provided people a sense of dignity and independence in their old age... the one inflation-protected lifetime benefit people have when they retire."

Representative Mel Watt (D-N.C.), chairman of the Congressional Black Caucus, condemned as "shameless" Bush's Social Security sales pitch among African-Americans. Bush has suggested the system is unfair to them because statistically they die younger than white Americans. "He seems to be demonstrating the 'soft bigotry of low expectations' by assuming this gap will continue far into the future," Watt said.

Speakers pledged to work with Bush to ensure Social Security's long-term financial health, but all made the point that even the White House has acknowledged: Private accounts not only wouldn't improve solvency, setting them up would make the problem

worse by trillions of dollars. "Take privatization off the table and we can come together to make Social Security stronger than it is right now," said Representative Raul Grijalva (D-Ariz.)

The CWA audience welcomed speakers in the mornings and headed to Capitol Hill in the afternoons to talk to members of Congress and their staffs about working family and labor issues. Key topics this year were Social Security, the federal budget, tax policy, fair trade, health care, telecommunications reform, the Employee Free Choice Act, welfare and worker reinvestment programs and due process for police officers through a national Peace Officers Bill of Rights.

CWA President Morton Bahr said CWA members and the labor movement, which collectively ran the largest grassroots campaign in American history, still have enormous clout lobbying for workers' issues, despite Bush's claim that his razor-thin margin of victory was a mandate. And he said union members shouldn't be afraid to raise the issues in a moral context.

All of CWA's top officers and many speakers addressed the Employee Free Choice Act, now co-sponsored by 247 members of Congress, including 34 Republicans. The bill would force employers to recognize card-check organizing and making penalties far stiffer for trying to thwart organizing drives.

Executive Vice President Larry Cohen said he's been asked why, with a Republican-controlled House, Senate and White House, labor is pushing the act now. "People say, 'Why not be more practical?'" he said. "It's not just about federal legislation. It's about putting a spotlight on this issue. Too many workers who try to organize today get smashed by the meanest, worst American management in at least 100 years."

### **CWA Joe Beirne Foundation Scholarship Program**

**Final deadline is March 31, 2005.**

Thirty partial college scholarships of \$3,000 each are being offered for the 2005-2006 school year. Winners, selected in a lottery drawing, also will receive second-year scholarships of the same amount contingent upon satisfactory academic accomplishment.

Eligible for the awards are CWA members and their spouses, children and grandchildren, including those of retired or deceased members.

Go to [www.cwa-union.org](http://www.cwa-union.org) and click on Beirne Scholarship link.

### **Roberta B. Mervine Scholarship Fund—deadline changed to May 30, 2005.**

Eligibility-dependent children (defined in contract) of Local 2107 members, (active, retired or deceased), age 25 or under. Must attend a properly accredited school. Call or e-mail the office to get your application.

## Good Jobs, Safe Jobs Aim of Workers' Memorial Day

Thirty-five years ago, Congress passed the Occupational Safety and Health Act, promising every workers the right to a safe job. Unions and our allies have fought hard to make that promise a reality, winning protections that have saved hundreds of thousands of lives and prevented millions of workplace injuries. Nonetheless, the toll of workplace injuries, illnesses and deaths remains enormous. Millions of workers are killed or injured unnecessarily every year.

Unfortunately, the Bush administration has done little to address this pressing problem and other key safety concerns. Instead, the administration has turned its back on workers and workplace safety. Dozens of important workplace protections have been overturned or blocked. Voluntary compliance has been favored over issuing new protective standards and enforcement. And in the next four years, renewed assaults on the OSH Act and job safety programs are almost certain.



On April 28, the unions of the AFL-CIO observe Workers' Memorial Day to remember those who have suffered and died on the job and to renew the fight for safe workplaces. We will fight to make workers' issues a priority and to keep and create good jobs in this country. We will fight for the freedom of workers to form unions and, through their unions, to speak out and bargain for safe jobs, respect and better futures. We will keep fighting until the promise of safe jobs for all workers is a reality.

*(Continued from page 1)*

edge. Let's focus on competing and winning against cable.

**Bring back neutrality at Wireless.** Ivan promised it, but never delivered. Instead, he's overseen a campaign of intimidation, captive audience meetings, and firings of Verizon Wireless workers trying to organize. It's unfair to workers, and it's a distraction from Verizon's business.

**Congratulations to:**

Mark McDonough on the birth of his daughter  
Chris Mood on the birth of his son.

**Sympathies to:**

Ed Simpson on the death of his brother.  
Mike Ward on the death of his son.

**Cingular Wireless**

NetBenefits	877-421-5225
Prescription Service Caremark	800-388-2085
VSP Vision Care	800-524-0910
Dental DHMO Cigna	888-010-5225
Tuition Assistance	866-242-6587
Disability MetLife (STD or LTD)	888-430-2630
EAP	800-287-9009
Pensions and 401K	877-421-5225

**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:

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

**Dates to Remember**

**Membership meetings**

There will be no membership meetings in April.

**Other Meetings**

4-04	MD State Council meeting
4-11	Retirees Meeting
4-26	Executive Board

**Other**

4-6 thru 4-8	District 2 Conference/Williamsburg
4-14 thru 4-17	CWA National Women's Conference
4-19 thru 4-20	Advanced Stewards Training
4-20	Newsletter Deadline
4-28	Workers Memorial Day
5-07	JDRF Walk to Cure Diabetes
5-11 thru 5-15	National Customer Service Conference

**Scholarship Fund**

Our scholarship fund is running particularly low in funds. We need participation from members to keep this fund going. We have not gotten good responses for the last couple of fund raisers. This scholarship is to benefit your children. If we don't get more participation we will either do away with the fund or try a dues assessment.

«FirstName» «LastName» «Suffix»  
«DeliveryAddress»  
«StreetAddress»  
«City» «State» «Zip»

Periodical Mail  
**POSTAGE PAID**  
at  
Annapolis MD  
ISSN 0890-8532

THE COMMUNICATIONS WORKERS OF AMERICA LOCAL 2107  
2441 Holly Ave  
Annapolis MD 21401-3116  
ADDRESS CORRECTION REQUESTED