



Why Would You DO That?

by Ray Pomeroy

Do you sign whatever management asks you too? DON'T!

We have run this before and yet we still see examples of people signing things they shouldn't. It happens all the time.

We also have a lot of new people and we want you all to know that you don't have to sign your evaluation, a counseling notice or any other written form of discipline. You don't have to sign anything security gives you and you can't get into trouble for not signing things.

If you decline to sign, do so respectfully and management should note, on whatever it is, that you have declined.

If you are told you must sign under threat of discipline, document the encounter and call the Union office right away. Do not refuse at that point because you may be accused of insubordination.

It's Simple

Don't do other peoples work. Don't work out of title. Don't encourage anyone else to.

Three things happen when you, for instance, go into the CO and do their work. First you might as well be a job stealing contractor to the COT or frame attendant, second you are killing your own productivity and third you are affirming the company's notion that they have enough COT's. See....it's simple.

When, How and Why to file a Grievance

Your union contract provides a mechanism for you to make sure your employer abides by the contract. That mechanism is the grievance procedure. When an employer violates a provision of the contract, union members have a right to file a grievance.

When to file a grievance

File a grievance whenever your employer violates a provision of the contract. If you are not sure about what the contract says on the matter, talk it over with your steward. Some examples of typical grievance issues are out-of-title work, overtime pay, and disciplinary

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You Have GOT to See This Movie!

by Ray Pomeroy

Christmas is right around the corner and it's time for us to once again remind you to not only Buy American but to Shop Union whenever possible.

If you go by either of those alone it should keep you out of Wal-Mart and it's subsidiary Sam's Club. As Union members if you know anything at all about the company's labor practices I'd think you wouldn't shop there anyway.

I heard it again the other day though, "I get mine at Wal-Mart-they have the best price". Got that little bit of wisdom from a Verizon member. I guarantee the company he works for doesn't have the "best price". I'd like to hear how he would try to persuade someone to keep their Verizon service when they're thinking of going to a company with the "best price".

How do you get someone to shop with a conscience? I like a good deal as much as anyone but I haven't set foot in Wal-Mart, unless I had a job there, in ten years. It's unconscionable for me to go in a place that

treats their employees and their communities the way they do.

I also like to patronize my local merchants whenever possible and when Wal-Mart comes in an awful lot of those shops go out of business. I know I'm paying a little more for some things (only some things, Wal-Mart isn't always cheapest) but I'm ok with that.

Now you're wondering about that headline. I told you all that to tell you this, a new movie, a documentary, just came out called



I've seen it and it's very good. I've kept up with Wal-Mart's shenanigans through the news and labor channels over the years and I still learned a lot about them. The movie is very interesting and I would highly recommend our members their families and their friends and neighbors watch it. You can find

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Human Rights Means Workers' Rights, Too

from CWA

Every CEO in America has one. Every city manager and school superintendent. Every college football coach and TV news anchor.

Every one of them signs a contract and none of them is shy about negotiating for high salaries, lavish benefits, assorted perks and huge severance packages - even when they've run the company and your pension into the ground.

But many of the same pampered chief executives are enraged by the idea of workers asserting their rights to organize a union and bargain a contract. They wouldn't set foot inside the front door of their company without one, but that's exactly what they expect of their employees. And our courts and many politicians are backing them up.

During the week leading to Dec. 10 - International Human Rights Day - CWA and other unions across the country will help the public understand what's happened to our rights - to their rights - to be represented at work.

Sure, unions are still legal and employees have the right to form and join them. But the reality is something else. The business lobby and the politicians it puts in office have launched a bitter assault on workers. Two years ago, they eroded overtime rights. Earlier this year, they tried to chip away at Social Security. After Hurricane Katrina, President Bush lifted a rule protecting the wages of workers on federal projects, while contractors pocketed millions in profit. Bipartisan outrage forced him to backtrack.

What the anti-worker forces hope will be their most lasting damage is directed at unions. Through its pro-business appointments at the Department of Labor and the National Labor Relations Board, not to mention the courts - most recently Supreme Court nominee Samuel Alito - the White House has made it easy for employers to thwart workers' organizing drives and stall contract negotiations.

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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



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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

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President's Point of View.....

Denise Burns

In November, Ray and I went to the Eastern Shore to visit the Cingular Wireless stores. It was quite an eye opening visit. Between representing stores across the state of Maryland and the store hours it is difficult for us to schedule meetings that everyone can attend. We hope that if you have problems and concerns you will call the local office. We can set up meetings with individual stores if need be or we can have several stores in the area attend. We want to get to know all of you but most of all we want to know what issues are out there.

There seems to be confusion over what a real issue is and what isn't. If you aren't sure you should be calling us to advise you. We must deal with any and all contract violations. We should be dealing with all discipline issues. You have a grievance procedure and it benefits you to use it. If you have questions you should ask them.

There are a range of issues that have been brought to our attention. Issues with benefits and the difference between full and part time, part time workers working full time hours, lack of communication between management and sales reps on quotas and such, scheduling issues, how charge backs are handled. SAM is a major issue, tardiness, fair treatment for all employees in a store, harassment, pay issues, IRU time, Go phones, and mandatory Friday morning meetings. One issue with Go-phones is how they figure the percentages; 59.99 + upgrades, accessories and features. We are told the Go-phones are subtracted from the total adds before the percentages are figured. Some stores are saying that isn't the case. You need to check the math and if it isn't happening tell us and your manager.

The biggest issue at hand is SAM. If you are put on a counseling notice, a warning or issued any discipline for SAM you need to go to our website (cwa-2107.org) and download a statement of occurrence. After you fill it out please fax it to us on 410 224-0165. We are in the process of building a case against unrealistic quotas.

Remember your Weingarten Rights, "the US Supreme Court has rules that the National Labor Relations Act gives workers the right

to request union representation during investigatory interviews by supervisors, security personnel, and other managerial staff." You are entitled by law; to know the topic of a meeting before participating, to have union representation, to remain silent until your union representative is present and to consult with the union prior to meeting with management. You may exercise these rights whenever you think there is a threat of disciplinary action but **YOU must ask for union representation.**

An investigatory interview occurs if 1) management questions you to obtain information; and 2) you have reasonable apprehension that your answers could be used as a basis for discipline or other adverse action. If called to a meeting with management use the following statement when the meeting begins "If this discussion could in any way lead to my being disciplined or terminated, or affect my personal working conditions, I respectfully request that my union representative, officer or steward be present at this meeting. Until my representative arrives, I choose not to participate in this discussion." You can ask for representation before or during the investigatory interview. Management does not have to remind you of this right. If your request is refused and management continues asking you questions, you may refuse to answer. Your employer is guilty of an unfair labor practice and charges may be filed.

If you were a former "Blue Team" employee you are now covered by the grievance procedure. If you have questions you can always email us at Cingular@cwa-2107.org or 2107@cwa-2107.org. Someone will get back to you as soon as possible.

Weingarten Rights cover both our Verizon and Cingular members. Both contracts allow only **30 days** after the occurrence to file a grievance. Be mindful of the time limits after the 30 days the company doesn't have to hear the grievance.

We must really participate. We can't just talk. We have got to act...And we must see improvement for masses of people, not for the little group on top.
Eleanor Roosevelt CIO Convention, 1954

Happy Holidays from CWA Local 2107

(Rights from page 1)

If and when employers are caught breaking the law, the penalties are minimal, the fines small. By using tactics both legal and illegal, they are able to drag out the process for years.

Their behavior violates the letter and the spirit of the National Labor Relations Act, which is 70 years old this year. It also violates the document we will honor Dec. 10 – the Universal Declaration of Human Rights, which was adopted by the General Assembly of the United Nations on Dec. 10, 1948. Among the exhaustive rights spelled out in the document is the right of workers to unionize.

If workers – especially in a free-market system – choose to organize, why should employers be able to get away with threatening and firing union leaders and supporters? Anyone who believes in capitalism and democracy shouldn't have a problem supporting the pending Employee Free Choice Act, which would allow workers to form a bargaining unit if a majority of them sign cards to join. Employers would be required to rec-

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procedures. Not every gripe is a grievance, there are problems you may face that are not covered in the contract (for instance, your boss may be rude). But even if your complaint doesn't meet the definition of a grievance, it doesn't mean you can't take action—you, your steward, other workers in your shop and the union together can organize and pressure the employer. On the other hand, if the problem you are having is covered in the contract, then you should definitely file a grievance.

How a grievance works

The first step in pursuing a grievance is to talk to your steward and fill out the form. The grievance should contain a clear statement of the issue and a reference to the relevant rule or contract section if any. The grievance procedure for each contract is different. However, they all follow a general pattern that includes three or four steps.

THE INITIAL STEP A grievance must be initiated within a certain number of days from when the event occurred that is being grieved; check your contract to make sure you know the deadlines that apply in your case. This step involves the member, the steward and immediate management. Management has a certain number of days to respond to the grievance. If they do not respond in that time frame, or if the member or

ognize the unit and bargain in good faith, with arbitration as a backup if the parties can't reach agreement.

We're not asking for special treatment, or even the fancy perks the bosses get. We just want the same minimum standard they demand for themselves: a contract and some dignity.

Local Activities for anyone interested in participating are listed below.

Teach-In

11/10/2005, 12:30 PM - 03:00 PM

Sponsor: Georgetown Living Wage Coalition and the AFL-CIO

Location: Georgetown University Copley Formal Lounge, Copley Hall, Off of Red Square on the Main Campus

Description: Workers' Rights Are Human Rights Teach-In Speakers Include: Linda Chavez-Thompson, Executive Vice President, AFL-CIO Joseph McCartin, Prof. of History, Georgetown University Yvette Herrera, Communication Workers of America Clyde Rucker, former Verizon Wireless employee Rachel Murray, Georgetown Living Wage

Coalition Mackenzie Baris, DC Jobs with Justice

Contact: TJ Marsallo

202-639-6290 amarsall@afcio.org

Rally/March

12/08/2005, 11:00 AM - 11:55 AM **Sponsor:** AFGGE, Washington Metro Council, AFL-CIO, **Location:** AFL-CIO, 815 Sixteenth St., NW (Metro: McPherson Square) **Description:** Labor Rights are Human Rights Rally.

Contact: Brendan Danaher

202-639-4103

danahb@afge.org

Rally/March

12/08/2005, 12:05 PM - 01:00 PM **Sponsor:** AFGGE, Metro Washington Council, AFL-CIO **Location:** White House 1600 Pennsylvania Avenue, NW (Metro: McPherson Square) **Description:** Celebrities, human rights activists, and elected officials will deliver a petition to the White House and then read the Universal Declaration of Human Rights. **Contact:** Brendan Danaher

202-639-4103

danahb@afge.org

Cavalier Bargaining line 866 900-2107

the union is not satisfied with the response at this level, the grievance proceeds to the next step.

THE NEXT STEP or steps involves taking the case to higher levels of management. At this step, the staff rep usually gets involved. A meeting will be held, and witnesses may be called. Again, there is a specific number of days in which management must respond. If the member or the union is not satisfied, they may appeal the decision to the next step. Here, too, you must act within a certain number of days.

THE FINAL STEP in a grievance procedure is binding arbitration or mediation. Binding arbitration means that an impartial, outside party hears the case and makes a decision, which the employer, the worker and the union must obey.

Why filing a grievance is important

Sometimes union members know the employer is violating the contract but they are hesitant to file a grievance because they think it's no big deal or they don't want to get in trouble. But contract violations are a big deal! And it's your right to grieve them; your boss cannot retaliate against you for filing a grievance. Whenever we let an employer violate the contract without challenging him, we are weakening the contract for all mem-

bers—it sends a message that we will not enforce the contract. When we file grievances, we let employers know that we take the contract seriously and we will make them take it seriously, too.

Sometimes, just knowing union members will enforce their rights acts as a deterrent, and management will think twice before violating the contract.

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a screening location and date at www.walmartmovie.com or just go to the locals website and hit the link on the home page. You can also purchase a DVD or VHS copy for \$12.95 to watch at home or pass around. You can also get it at Barnes & Noble.

Now that you're not going to Wal-Mart to shop you need some suggestions.

Go to the locals page and choose labor links to get to the AFL-CIO's Union Label Website as well as How Americans Can Buy American website. Both sites will have links to Union shopping and the Union Label site can guide you to Union made products.

For more on Wal-Mart visit these sites:

Walmartwatch.com

Hel-mart.com (see the more resources link)

walmart survivor.com

Sympathies to:

Mike Adamitis on the death of his grandmother
 Traci Adams on the death of her mother-in-law
 Bruce Casto on the death of his father
 Terry Jones death of her mother-in-law
 Carlese Minott on the death of her grandmother
 Frank Walker Sr. on the death of his father

Get Well to:

Moszett Dillon, recovering from knee surgery
 Dora Greenwell
 Walter Kaczorek
 Paul Lee Local 2107 RMC member recovering from surgery

Congratulations to:

Shannon O'Connor, formerly Beall on her marriage

Retirees Corner

RMC meetings are held on the second Monday of every month. Unless otherwise noted all meetings are held at the Local 2107 office at 2441 Holly Ave, Annapolis and begin at 10AM. The RMC Christmas Luncheon will be held at Pirates Cove in Galesville at 12pm Dec 13th. An RSVP is required, please call the local office. At the luncheon we will be electing new officers for the 2006 year. We will also be collecting dues for 2006.

Mike Vivarito was elected President of the District 2 Retirees Council

Dates to Remember

Membership meetings

NO membership meetings in December
 01-09 Northern area 6:30 pm
 01-11 Southern area 6:30 pm

Other Meetings

11-29 Executive Board meeting 1:00 pm
 12-05 MD State Council meeting 10:30 am
 12-06 Cavalier meeting tba
 12-09 President meeting 10:30 am
 12-15 Baltimore Metro Council meeting 7:00 pm
 01-19 Baltimore Metro Council meeting 7:00 pm

Other

12-02 Christmas Craft and Poinsettia Sale
 12-13 Newsletter deadline
 12-13 Retiree luncheon 12:00 PM
 01-23 Health and Safety Conference Call

Community Services

We are asking for craft donations for our December Craft and Poinsettia sale. The sale is at Riva Road on December 2. Please contact Robin Coiro 443 436-5340 or Donna Blanchard 410 224-0166 for more information or to donate.

The blood drive at Riva Rd netted 21 pints.

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