



Cavalier Telephone Unit Joins CWA Local 2107 Welcome New Members

An NLRB election was held on January 13, at Cavalier telephone in Hanover, MD. 14 employees voted and the vote was 10 to 4 in favor of Union representation.

The next step in the process will be to bargain a contract. The first contract is often very difficult to get so our new members will need your support during bargaining just as your Cingular brothers and sisters do now during their bargaining.

We will first decide on the size of the bargaining committee and who will participate. The committee will then work on proposals and ask the company for dates when we can meet to start bargaining.

Contact information for the local can always be found in the latest newsletter including phone and e-mail info.

Say Hi! to your new Union Brothers if you run into them on the job.

New Contact Info

In light of the fact that we now have members working late hours and members manning 24 hour centers, we have numbers to reach President, Denise Burns and Executive Vice President, Ray Pomeroy in an emergency.

These numbers are only to be used as a last resort or if you have been otherwise instructed to use them. You can always e-mail or leave a message at the hall otherwise.

If you have a workplace issue you should always go to your Steward, if they are unavailable you would next contact your area Vice President before calling the Local office. If all of the above fail and you have an emergency you can reach Denise at 410 570-0779 or Ray at 410 570-0773. If you don't get an answer right away *leave a message with contact info and a brief description of the problem.*

If you don't have an emergency you will be advised that it is not and referred back to a steward.

Cingular Bargaining Underway

by Ray Pomeroy

The CWA bargaining committee met with the management bargaining committee January 12 in Atlanta to exchange written proposals. The union team started off with one of our core demands — a guarantee that no Cingular employee will lose his or her job due to the merger with AT&T Wireless.

The major economic issues — such as salary increases and progression scales — will be negotiated after the workplace issues are settled.

The committees will continue to meet almost daily through contract expiration on February 5.

You can sign up for bargaining updates at: www.cwa-union.org/cingular and we have a bargaining hotline set up here at the local where we will put out bargaining information and updates.

You can call in on 866 900-2107 or 410 224-8003 if it is local for you.

Bargaining is new to many of you and we want you to realize that we won't generally

get a lot of details from the committee. It can be frustrating, but sometimes we get something early on and trade it away later for something better so we wait until the contract is ready to be ratified to let the details out.

What we will get from the committee is requests to step up mobilization for one reason or another. They may get stuck on a particular issue that's very important to our members or just decide that management are dragging their feet in general. What we need then are mobilizers in the field. We don't have enough yet. We are getting good response from our technicians but we need some sales people, preferably one in each store, to step up and help.

Please call the office if you can help get the word out to your co-workers on mobilization activities or if you have an idea for an activity.

Office: 410 224-0166
800 968-0868

Email: 2107@cwa-2107.org

TO KEEP UP WITH WHAT'S HAPPENING AT CINGULAR GO TO:

www.cwa-union.org/cingular

Be sure to click on the link to receive the newsletter

Get our e-newsletter!

CWA @Cingular

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

New Hires

If you are a new employee and the company has not provided with a contract you need to notify your supervisor. If they do not have any contracts available they need to call Labor Relations to request them.

Contact information for the Local as well as where and when the next membership meetings are can be found in the Local 2107 News and on bulletin boards at your work location. Check the back page for the meetings and we hope to see you there.

Retirees Corner

The next meeting for CWA 2107 RMC is on February 14 at 10 AM at the Local Office. We will be discussing the future of the club and urge you to attend.

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

E-mail Addresses

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President's Point of View.....

Denise Burns

What has the Union done for me?

I have been involved in this local since 1986. The statement above comes up on a regular basis. I try to put myself in that persons position to understand why someone would ever say something like that. When I look at it from a member's point of view, I see that the member is only looking at the small piece of it, what affects an individual or individuals in one location. They don't think about how far we have come with the contract we have or how long it took us. Officers and stewards need to look at the big picture.

I understand that we do not effectively communicate all the good things we do. I also understand that we cannot right all the wrongs. But I do believe the Union has done what it can with the support that it has. Sure we would all like to have hard and fast language that would not let the company use contractors, outsource work, move people to different locations or cut off overtime. We would like the perfect world but I don't see that happening.

We have a contract that guarantees job security through 2008, decent wages and benefits, paid vacations and excused days, paid holidays, paid tuition for education, EAP, ISP/ EISP, CPS and the list goes on. These are not just given to you they are bargained for through the Union with your input.

We cannot control or fix the fact that new management does not get the training or the guidance they need to become efficient and reliable supervisors. What we do have to do is deal with each situation as it arises. Sometimes it can be done quickly and easily other

times we have to dig in for the long haul. We have management that will work with us and some that won't. We know and they do too, that happy employees are more productive.

Another problem we have to deal with is the ratio of members to stewards. The ideal is 10 members to 1 Steward. In our Local at Verizon the ratio is 44 to 1 and at Cingular it is 140 to 1.

Stewards are volunteers that stand up to management when a problem is brought to their attention. We need more stewards but we need volunteers that can commit to the amount of time that it takes to be a good, educated steward. We can't fight everything and we don't need to. Some things need to be settled between the employee and the boss. Some complaints are just gripes not grievances. The steward should be able to determine what it is. If not, they will call their vice president.

The officers of this local take their work seriously and want to provide the best service to the members that we can. Sometimes we come up a little bit short. But there are times that we make great strides. If you want to judge us, please look at all we do not just a small portion of it.

"Many join unions for selfish reasons, and well they might. Whatever their faults, over the years unions have raised wages, shortened hours, secured vacations, pensions and other benefits. And the good ones have given workers, above all, a sense of independence and self-worth, dignity, the ability to stand up to the boss." John Cort

Scholarships

Roberta B. Mervine Scholarship Fund-
deadline to apply April 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.

The 2005 Union Plus Scholarship Program is now available. **The application deadline is January 31, 2005**

Members have 2 choices; you can download an application (and see eligibility requirements) at www.unionplus.org/scholarships, or send a postcard with your name, return address, telephone number and international

union to Union Plus Education Foundation, c/o Union Privilege, P.O. Box 34800, Washington, DC 20043-4800.

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

Keep Records, Protect Yourself, Know Your Contract

by Denise Burns

For those of you that don't keep records.... you need to start. Keep a list of vacation, excused days and floating holiday you have scheduled and them mark them off as you take them. This way, if there are any discrepancies, you will be able to catch and correct them. For Verizon carry over day-at-a-time vacation and excused (paid or unpaid) days must be taken by March 31. If you haven't been asked to pick any vacation for the year 2005 please contact a steward or the local office. The Verizon contract requires that selection start before the beginning of the year and must be done by March 31st. Cingulars vacation selection should have been completed by December 31.

Are you being asked what tour you want to work? If there are different tours in your work group and you are not asked you need to speak to your supervisor. If nothing happens after that please call a steward and advise them of the problem.

Are your schedules being posted according to the contract? You are the only ones that can tell us if they aren't. Check your contract Verizon-Article 25, Section 1, page 44 and Cingular-Article 12, Section 2(c), page 15. This issue has been a problem in both companies.

(Continued from page 2)

and their spouses, children and grandchildren, including those of retired or deceased members.

Go to www.cwa-union.org and click on Beirne Scholarship link.

[AFL-CIO Union Scholarship Database](http://www.alfcio.org/familyfunresources/collegecosts/scholar.cfm) – www.alfcio.org/familyfunresources/collegecosts/scholar.cfm

Distance learning for adults

Empire State Bahr Scholarships

Empire State College of the State University of New York is accepting applications for the Morton Bahr Distance Learning Scholarship program for the 2005-06 academic year. Three new scholarships are available for the online study program named for CWA's president, who is an Empire State alumnus. The program is geared toward working adults and is open to union members, their family members and domestic partners. The deadline for applications is June 1, 2005 and award decisions will be announced at the end of July.

Scholarship awards fully cover tuition and

For Verizon the Corporate Profit Sharing (CPS) award will be out on March 3rd or 4th. The award amount will be approved by the Verizon Board of Directors on January 20, 2005. The minimum for the 2004 plan year is \$550. Union dues and taxes are taken out of the CPS check. Taxes must be paid by law and dues are taken out because the CPS award is bargained for.

Fact? Rumor? Opinion?...do you know the difference? If you are told something try to find out if it is fact, a rumor or someone's opinion before you share it. Many people get worked up over issues that are bogus. It can cause stress and hard feelings in the workplace.

In Verizon we are hearing rumors about ISP/EISP offers. Every now and again someone says that they know one is coming. Read Article 36A page 73 of the contract. ISP/EISP is only used when there is a surplus situation. With FTTP on the way this company is hiring a lot of people. If you are in a job title where they are hiring don't expect to see an ISP or EISP.

It is up to the members to police the contract, we can't fix problems we don't know anything about.

fees and include an allowance for study materials and books. Students may pursue degrees in a wide field of subjects, and scholarship funding will continue as long as students satisfactorily complete at least one or two courses per semester (4 to 8 credits).

Since the program's inception in 2001, the Bahr scholarships have helped 19 people continue their education through distance learning. The program honors Bahr's "farseeing vision and commitment to educational opportunity." Bahr has pushed for educational benefits in major CWA contracts and he was chair of the Commission for a Nation of Lifelong Learners under the Clinton administration.

For more information and to download an application or submit one online, applicants should go to www.esc.edu/bahr. To have an application mailed, candidates should send an email to special.programs@esc.edu or phone (800) 867-5941.



PED Forms On line

In order to help improve processing time and reduce errors, Associate Staffing is offering PED forms (Personal Employee Data forms) used for the RAMP (Regional Associate Mobility Plan) on-line. The on-line version of the PED will follow all existing RAMP rules. Associates will continue to have the option of submitting PED forms manually via the mail.

The on-line process will reduce turn-around time. Errors will require immediate corrections. Mail exchanges of PED error forms will be eliminated. Also, previous Verizon experience (within the last 5 years) will automatically populate in the on-line system.

Go to ped.verizon.com on the Eweb and have your SSO (Single Sign On) information ready, (VZID and pin). If you don't have your VZID yet have your supervisor or someone knowledgeable help you get it from the Verizon Eweb, it exists you just don't have it yet, once you have it you can set up your SSO pin.

What's in it For You?

Service Anniversary and Retirement recognition from Verizon has been revised. The effective date is January 1, 2005, it supercedes and combines the prior policies.

At five years and every five years after that you will be able to select an anniversary gift. You will be mailed information and may select your gift online.

5 or 10 years may select a: commemorative gift **or** a luncheon and invite up to 4 guests(maximum reimbursement \$80 including tax and tip)

15 or 20 years may select a: commemorative gift **or** a luncheon and invite up to 5 guests (maximum reimbursement \$100 including tax and tip)

25 or more (every 5 years) are entitled to a: commemorative gift **and** a luncheon and invite up to 6 guests (maximum reimbursement \$125 including tax and tip)

Retirement Award entitled to a: Retirement gift **and** a luncheon **or** an open house. (The luncheon or open house should take place on the last day of work before retirement or as close to as possible. The retirement gift is selected by the retiree after retirement.

The entire policy can be found on the Verizon eweb.

Sympathies to:

Lynn Friedrich on the death of her mother
Mary McChesney on the death of her father

Get Well to:

Penny Johns

Congratulations to:

Jason McLaughlin on the birth of his daughter

Community Services

Thanks to everyone for their support in donating time and items, buying baked goods, craft items or purchasing flowers from our annual Craft and Poinsettia Sale. We raised \$988.72 for the Pediatric Aids Foundation.

The Blood Drive is at Riva Rd Feb 24th. Sign up sheets are on every floor or contact Donna Blanchard at the hall.
American Cancer Society Daffodil days are coming up. Look for the sign up sheets on your floor or call Donna Blanchard at the hall.

Dates to Remember

Membership meetings

- 02-07 Northern Area Mtg in Annapolis
2441 Holly Av at 6:30
- 02-08 Southern Area Mtg in Waldorf
at the Holiday Inn at 6:30
- 03-09 Combined Meeting TBA

Other Meetings

- 01-27 Executive Bd Mtg 1PM
- 02-23 Executive Bd Mtg 1PM
- 02-23 Steward Mtg 6PM
- 03-11 Presidents Mtg 1030
- 03-29 Executive Bd Mtg TBA

Other

- 02-15 Newsletter deadline
- 03-06 thru 03-09 Legislative-Political Conference
- 03-15 Newsletter deadline
- 03-17 Family Care Fair (Riva) 10-2

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