



## Verizon, Warm Weather and Forced Overtime

by Denise Burns

It's that time of year again when the thunderstorms roll through and increase the number of repair troubles. Those dreaded words "forced overtime" are back. This year there are a few additional things to look at to see if the company is following the contract.

The Working Retiree Agreement states, "with regard to the distribution of overtime, the intent of this Memorandum is generally to limit overtime for the Working Retiree to conditions of unusual circumstances that involve service emergencies or other unique situations. In that regard and with respect to

(see Warm page 5)

**Cavalier Bargaining line  
866 900-2107**

## Cavalier Bargaining

by Denise Burns

All we can say to our Cavalier folks is to hang in there. First Cavalier's management won't let their employees off to bargain during work hours so to accommodate them we scheduled meetings on Sundays. Our last bargaining meeting with them was April 24<sup>th</sup>. We were scheduled to meet on May 15<sup>th</sup> but they canceled.

The Staff Representative that is leading bargaining, Monica Hogan, has emailed the company a complete proposal package. They have only agreed with 8 proposals that were given to them at the first meeting but haven't signed off on them.

The company has also given another personal day to the "non-bargained" employees, so as to discourage anyone else from wanting the Union. I don't think that will hold them back. In Richmond, there is an organizing drive underway at their call center and with their technicians. (approx 500 people)

We have to give praise to the 14 technicians that stood together against the company and started this wave of organizing. When any of you from other bargaining units see our brothers and sisters at Cavalier, let them know that we stand with them in their fight to get a contract.

## Summer Safety at Home and Work

by Ray Pomeroy

It's officially summer in the Northern Hemisphere and we have already had a taste of it here in our area. 90+ degree days with high humidity are the norm in the Baltimore/Washington area and our members that work or play in the heat need to know how to deal with it. This article is not comprehensive and for additional information you should consult a qualified medical professional.

### Health:

Sunburn, one of the most common risks when it's warm and you're outdoors more, can be prevented. Exposure to the sun and artificial sources of UVA and UVB rays are the most recognized cause of skin cancers such as Basal cell carcinoma, Squamous cell carcinoma, and very dangerous Melanomas of the skin. The American Cancer Society estimates that there will be 1,070 new cases of Melanoma of the skin in the state of Maryland for 2005.

How do you prevent sunburn? Start with staying out of the sun during the peak UV hours of 10 am to 3pm if you don't have to be out in it. Wear a good wide brimmed hat that protects your head instead of a baseball cap. Wear long sleeved lightweight shirts, many sporting good merchants carry shirts that are SPF rated. SPF stands for Sun Protection Factor and is also how sunscreen is rated. Sunscreens may carry an SPF rating of 2 to 50. It is generally accepted that anything lower than 15 is minimal. Most sources recommend that SPF 15 is ok for most people and fair-skinned people should use at least a 30. Your Dermatologist will almost certainly advise you to use at least a 30 no matter how dark skinned you are. Our members that work outside can order sunscreen through their normal ordering channel at the work locations.

Strenuous activity mixed with high heat and humidity can cause other serious and more immediate health problems.

Heat cramps can occur in tired muscles if you drink lots of water but don't replace your body's salt. To relieve cramps, drink Gatorade or other sports drinks.

Heat exhaustion develops when fluids and salt that are lost through sweating are not

replaced. Primary symptoms include extreme weakness, fatigue, giddiness, nausea or a headache; other symptoms may include clammy or moist skin, a pale or flushed complexion and a slightly higher-than-normal body temperature. Someone experiencing heat exhaustion should rest in a cooler place with the feet raised and tight clothing loosened, and slowly drink salted liquids. Heat exhaustion may rapidly turn into heat stroke, a potentially fatal condition. If symptoms persist or worsen, seek immediate medical attention.

Heat stroke is a serious and potentially fatal condition that requires immediate medical attention. Heat stroke occurs when the body's heat-regulating system breaks down, sweating stops, and body temperature rises significantly.

Signs of heat stroke include:

- Mental confusion, delirium, chills, dizziness, loss of consciousness, convulsions or coma
- A body temperature over 103 degrees F
- Hot, dry skin that may be red, mottled or bluish
- A strong, fast pulse

If you suspect someone is suffering from heat stroke, call an ambulance immediately. Until medical help arrives, move the victim from the heat and into a cool place, soak the victim's clothes with water and use a fan or ice packs.

Protect Yourself from Heat Stress

- Spend as much time as you can in cool surroundings. Use fans and air conditioners to cool your home.
- Slow down and take it easy. Physical activity produces extra body heat.
- Wear light-weight, light-colored, loose-fitting clothing made of a breathable fabric, such as cotton.
- Wear a hat or use an umbrella to protect your head and neck when you are outdoors.

(see Heat on page 3)

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

*Denise Burns*

Dutchin Webster and I attended a Verizon Unit meeting on June 16<sup>th</sup>. The meeting was very informational.

Charlie Buttiglieri, Assistant to the Vice President of District 2, attended the Verizon Unit meeting. He gave us a run down on what to expect with Verizon in the next round of bargaining. All we have to do is look at what other corporations are doing today to see where we are heading tomorrow.

In 2008 hot items will be caps on retiree health care, caps on active members co-pay, the cash out and pensions. Why? Look at what other contracts are running into as they bargain today. In order for us to prepare for a struggle over these issues it is imperative that we start today. We must put aside all the petty differences that are important to some and focus on what will affect us all. It is going to be very difficult to win issues at the bargaining table and on a picket line. We have to change the landscape. We need to change the legislature. We have to win our issues with politics. We need to get laws passed that will protect our pensions and benefits. This means we need to find the politicians, republican or democrat that will support us in the Senate and House.

Part of how we can support the politicians is through our COPE program. We will be putting together a program to ask for more COPE dollars. If you are interested in joining our legislative committee contact the local office.

Along with having to increase our presence legislatively, we must come together locally and within the District. We have to fight Verizon, Cingular, Cavalier, the Airlines and

any other company out there with the strength of all of us. We are taking the first steps by sharing information which will help us fight the companies as one. We need to start or step up mobilization. WEAR RED on Thursday at Verizon!

Ron Collins, Administrative Assistant to Vice President District 2, reported out on the Executive Level grievances that have been filed across the District. Contract Labor (FTTP), Term Employees (cut before the six months), changes to VZTAP, the PEP plan and the change to the Functional Capacity Exam. In the April talks with Verizon, the Company and Union, met for two hours. The Union asked for the DSL tech support jobs to be brought in house. The Company answered-NO! Nothing else came from the meeting.

It was brought up at the meeting that some people are not being paid for sick time because they don't submit a doctor's note. If this happens to you, call a steward and file a grievance. Our contract has specific language that addresses payment during sickness absence.

We are still waiting on a decision from the judge on our vacation language. If you are denied vacation and feel that it was not done per the contract language, please contact a union representative.

We will still be taking part in mobilization actions dealing with Verizon Wireless and their anti-union stance. Any one that wants to be on our mobilization committee should contact the office.

*(see President on page 5)*

**It's Up to You**

by Al Schuitema

There were a wide variety of jobs from around the nation represented at the annual CWA Safety/Health Conference held in Baltimore. Health care, law enforcement, telecommunications and airline workers to name a few, were able to talk about issues common to all workers and those that are unique to individual trades.

Safety in the work place is paramount. We (you are included in we), must be diligent in getting safety problems solved. Pretending that a problem doesn't exist or does not affect you makes you part of the problem. If you see an issue that needs correcting and

you cannot do it, let your supervisor know. If he/she does not do something about it let their supervisor know and contact a steward. Do not let the issue remain without getting it taken care of.

Stress seems to be among the most common of the health care issues. Almost everyone can talk about how stressful his or her job can be. Heavy workload, long hours, over-bearing management and home life issues lead the list of contributing factors. If you or someone you know seems to be "stressed"

*(see Safety on page 3)*

(Heat from page 1)

- Drink plenty of water; don't wait until you are thirsty. By then, you may already be dehydrated.
- Avoid eating hot foods or heavy meals. Use your stove as little as possible and cook during the coolest part of the day.
- Take cool baths or showers. Cool water can remove body heat 25 times faster than cool air.
- Avoid drinking alcohol and soda, as these actually dehydrate you faster. Instead, drink water or sports drinks.

Every work center should have an ice machine and a water supply available to fill your water cooler (also company supplied) in the morning. If the ice machine doesn't work report it to your Supervisor and/or the BOCC. Buy ice and get a receipt so you can submit a voucher. Take your break someplace shady or air-conditioned.

If you recognize any of the symptoms of heat cramps or exhaustion call someone, preferably your boss, immediately to advise them of the situation, your location and where you are going to get in the A/C if you can make it before heat stroke sets in. Go to the nearest place even if it's a CO or garage, your union rep will deal with those issues later if need be. If you think you are suffering heat stroke dial 911 and stay put.

Other potential health problems in warm weather are insect borne viruses such as Lyme Disease and Rocky Mountain Spotted fever, carried by ticks and West Nile Virus carried by mosquitoes as well as bee and wasp stings. Bees and wasps are very active when it's hot and if you have never been stung you may be allergic and not know it. As many as 2 million people in the U.S. are allergic to the venom of stinging insects.

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## Verizon Members

The Concierge Service is your very own personal assistant - and we're here to help you 24 hours a day, seven days a week. Get expert concierge referrals and reservations in your city or anywhere in the world! Get Instant Answers - Send E-mail - Call Toll-Free.

Along with the programs you have come to rely on to help with the challenges of work and family, the ACFC is continuing to respond to YOUR needs by providing a **Concierge Service: Your Personal Assistant**. You'll get help with the nuts-and-bolts of daily life. For example: Need tickets to a

These insects include bee, yellow jacket, wasp, hornet, and in the south, fire ant (ever been loaned to Virginia?). Those who are allergic are at risk for a life-threatening reaction called anaphylaxis. Virtually anybody can become allergic to insect stings, but **people who are stung frequently are at a higher risk for developing a severe allergic reaction** (beekeepers, landscapers, and individuals who engage in outdoor activities). More than 500,000 people enter hospital emergency rooms every year suffering from insect stings, and 40 to 150 people die as a result of an allergic reaction to these stings. Use insect repellent to discourage mosquitoes and ticks, wear long pants with the cuffs taped up and long sleeves when you are in high grass, weeds or in the woods. Be aware of bee activity where you are working, keep a can of wasp stopper handy.

### Safety:

When you're out driving you have to keep a sharp eye out for children. Children are likely to be out in the summer at all hours, during the day when you are used to them being in school, and late into the evening.

Slow down, watch out for irate drivers.

When it's very hot and your a/c isn't working (or you just don't have it in your company vehicle) you are prone to irritability and road rage. Other drivers may also be hot and irate and you don't want an accident or confrontation to result from it.

If you are one of the lucky ones who can wear shorts at work don't climb with them on, you are supposed to be wearing long pants and sleeves when you are up a pole.

Make sure you have your cooler topped off on the way out in the morning, you never know when you may get stuck on a job all day and not have the opportunity to stop at the store for a drink.

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## Vacation Discounts

Available to our members from Anheuser-Busch Adventure Parks are Shamu Club and Club Busch Gardens. They are complimentary corporate membership programs, offering special savings and vacation deals to Sea World San Diego, Sea World Orlando, Sea World San Antonio, Busch gardens Williamsburg, Busch Gardens Tampa Bay, Adventure Island, Water Country USA and Sesame Place. Admission discounts, exclusive offers and special events for Club members are all available online. The Club gives you up-to-the-minute park news and the most current offers quickly and efficiently. To take advantage of these special offers go to [http://www.adventureclubonline.com/\\_login/member\\_sign\\_up.aspx](http://www.adventureclubonline.com/_login/member_sign_up.aspx). You will be asked to provide your company code during the sign up process, call the local for the code.

There are also offers available to our members from Disney at: <http://www.disneysampler.com>. Call for the code.

We have discount coupons to Six Flags, Hershey Park and Kings Dominion as well.

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## Retirees Corner

The 2107 RMC is on summer vacation... we will see you in the fall. RMC meetings are held on the second Monday in January, February, March, April, May, September, October, November and December.

(Safety from page 2)

and it is a situation that you feel they, or you, need help with, get help. Most large employers have some form of EAP (employee assistance program). If you are not sure what to do, ask a steward or call your Local.

Employers will talk safety and health. They will train employees on safety and health. They will show you the right way of doing a job or function. But they expect you to follow the rules. Unfortunately, employers forget that we are human and not robots, accidents happen. We must work together to keep our jobs safe. When an accident does occur the company quickly looks to your safety training to find out why you didn't follow a particular detail and they will discipline you if they even remotely think you weren't doing something the correct way.

We must also make sure the company keeps healthy buildings. If we allow our employers to become lazy with Safety and Health they will, and we, our friends and loved ones will be the ones that suffer.

game? Planning a vacation? Want some ideas for a romantic dining spot or help choosing and purchasing that special gift? Need to get the scoop on finding the right household item or local home repair professional? No matter what you need, Your Personal Assistant will do the legwork for you.

### How does it work?

To access Your Personal Assistant's website for help via web [www.acfccares.com/ypa.html](http://www.acfccares.com/ypa.html), e-mail or phone 877 223-2435. Call or e-mail anywhere, any time — and get the information and assistance you want — fast!

## Cingular Wireless Getting Involved

by Denise Burns

According to the latest information we have the retro pay should be paid out on the July 8 check. If you had any days that you worked over 11 hours since February 5<sup>th</sup>, you will not receive your overtime pay until a date to be announced later. The final draft of the contract has not gone to print yet so we don't know when the hard copies will be in. We do have an electronic version and can email it. If you want a copy send us an email at [cingular@cwa-2107.org](mailto:cingular@cwa-2107.org).

We had the opportunity to meet and sign up about 30 employees recently. During the meeting we heard of many problems and issues that are happening in the Cingular Retail Stores. We have requested documents on some of the procedures so that we can address the issues.

In the retail store you should be getting all your "change" from Dunbar. At no time is an employee, other than management, to leave a store with money to get change. If a

manager insists that you do this you need to call us as soon as possible. This is against company policy. Don't be insubordinate to the manager but raise the question on the security of leaving the store with company funds. Make sure the manager takes full responsibility for the money and anything that may happen.

As time goes on we are hearing from more and more of you. This is a good thing and I hope we can get some of you to become active in the Union/Local. From what we are hearing when we talk to you is there are plenty of problems out there that need to be addressed. Your work place should be hassle free. Don't let your bosses intimidate you. If you have issues that need addressing, we need to address them. You and your co-workers will feel better if things are under control and running smoothly. There should be no retaliation for trying to better your work place. If that should happen we will address that too.

## VZ Tap Changed, Verizon Didn't Bargain

The company is owed \$3.8 million by VZ Tap participants who have not sent their grades in or quit/failed courses. Members of Local 2107 owe a total of \$82,145.58 if paid by July 15 or \$89288.67 if not.

If you owe VZ Tap you are already suspended from participating. Under the new plan (we have the complete schedule at the office) when you are in arrears for 150 days the company will turn the debt over to a collection agency.

The District is presenting the company w/an executive level grievance over changes Verizon has made to the current TAP plan. The company is in violation of article 1 & 41. The aggrieved is the entire Verizon bargaining unit. The Union requests the following

remedy: Verizon Negotiate any changes to the existing tap plan w/the Union.

Account is sent to external collections agency – no further notification from Verizon.

Collection Agency Process:  
*Immediately upon receiving data -*

- Pre-Collect
- Request grades or repayment.
- Can manage repayment program to avoid primary collections.
- Will not impact employee's credit.

*Sixty days after receiving data*

- Primary Collections
- Request immediate repayment
- Impacts employee's credit.

## FMLA On The Block?

The Department of Labor officially announced that it will make changes to the Family and Medical Leave Act, but didn't say when these changes will be released or what they'd look like.

### THEY WANT ROLLBACKS TO FMLA

Already, Republican leaders and business groups are making recommendations on rollbacks they'd like to see.

Ohio Congressman Ralph Regula said that

by including illnesses that last three or more days as a "serious health condition," the Dept. of Labor creates "an abuse loophole that will continue to grow."

The U.S. Chamber of Commerce wants FMLA changed so that workers that need to take intermittent leave to deal with a continuing illness (like doctor's visits for radiation treatment) should be required to take a half-day minimum of leave. As a  
*(see FMLA pg 5)*

## Pension Info for ALL Verizon Members

A reminder to make sure members are aware they need to call verizons pension dept. to designate a beneficiary for their pension proceeds because it will not automatically revert to the family or estate if the member has not designated a beneficiary. Members need to go to the following web site.

[www.resources.hewitt.com/verizon](http://www.resources.hewitt.com/verizon)

For which you must have your social security number and password or call 1-877-275-8947.

LOG IN TODAY FOR A BRIGHTER TOMORROW. WE DID!  
[WWW.CWANETT.ORG](http://WWW.CWANETT.ORG)



Summer school is IN!

CWA/NETT Academy, CWA's technical training program online at [www.cwanett.org](http://www.cwanett.org). July 25 begins our late summer semester. The registration deadline is JULY 20 - so it's time to get ready to log on to class.

Training can be the key to valuable upgrades that may be just around the corner, and at CWA/NETT Academy you can even earn college credit! Since CWA/NETT Academy is an approved training vendor for many union employers, most students get their tuition paid through their employer. You will want to allow your benefits provider plenty of time to be sure all your paperwork is in order for your start date, so NOW IS THE TIME!

Our courses can help prepare you for certifications like:

- A+
- NET+
- CCNA

And new technologies like VoIP, too!

Check out the new SPECIAL course offering ASP.NET co-offered by Washtech.

We're currently developing Fiber Optic installation courses, and there's more to come!

This could be your most important union benefit.

Visit [www.cwanett.org](http://www.cwanett.org) and log in for all the details.

If you have questions, contact us at 1-877-676-4553 or via e-mail at [memberetc@cwa-union.org](mailto:memberetc@cwa-union.org).

Did you know that under the Verizon plan, if you are killed or maimed while driving drunk the Accidental Death and Dismemberment plan doesn't pay off?

(Warm from page 1)

assigned, scheduled or emergency call-outs, Working Retirees will be utilized after other qualified regular and temporary employees in the job title and work group of the Working Retiree have first been given the overtime work opportunity and/or assignment unless the needs of the business dictate otherwise. Overtime balancing or equalization requirements, where they exist, do not apply for Working Retirees." This means that they can volunteer for overtime but should not work it before others have the chance. They can be forced but reasonable excuses still count.

This year we also have FTTP and BAU Construction and we have Compliance people in Construction and in Buried Service Wire. When looking for volunteers all trained technicians should be able to sign up. We heard

that some Compliance people were told they can't work. If this happens please contact a steward or your area vice president. We need to make sure that Construction has a sign up sheet for daily and weekend overtime. The list should be posted so that everyone has the opportunity to sign up not only for the weekend but also for daily overtime.

Make yourself familiar with the overtime language on page 159 in the General Agreement. Points to remember; voluntary overtime counts as toward the 8 hour cap per week (7.5 if you are a commercial employee), you are not supposed to be forced or scheduled to work six days in a week in consecutive weeks and reasonable excuses should be accepted.

After all is said and done, enjoy the overtime while it's here!

(President from page 2)

Just because this information came from a Verizon Unit meeting doesn't mean the issues are exclusive to Verizon. Any contract negotiations with any of the companies we represent will face the same issues. It's time for all of us to come together and support Union issues. Think of what it would be like without one!

*"Labor never quits. We never give up the fight-no matter how tough the odds, no matter how long it takes."*

George Meany

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## Business Attire

by Ray Pomeroy

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We ran an article recently about the agreement between the Union and Verizon on a 'dress code' for our FIOS/FTTP crews. One section of that agreement states:

*An approved catalog (hard copy or on-line) will be made available for the purchase of Business Attire. All shirts available through the approved catalog will have a CWA logo. The shirts will be manufactured in the USA by union represented employees.*

We have two websites where you can go to purchase the clothing, [www.signaturesmegastore.com](http://www.signaturesmegastore.com) on the internet and, <http://verizon.myimagefirst.com/store> on the intranet

We visited the internet site and under the FIOS/FTTP link none of the clothing had a CWA logo on it. We have not yet checked the intranet site because you need a login.

If you are in the program and your clothing does not have a CWA logo on it we need to hear about it here in the Union office.

The logo is not an option it is a requirement per our agreement and we intend to hold the company to it. If you've spent part of your allowance on these items we need to go to the company about reimbursing you so that you can purchase the approved apparel.

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## New Law in Virginia

We are running this for two reasons, one— we have members who live in VA and two— to show you why Unions, including our own, are involved in politics.

*Any person who is summoned to serve on jury duty or any person, except a defendant in a criminal case, who is summoned or subpoenaed to appear in any court of law or equity when a case is to be heard or who, having appeared, is required in writing by the court to appear at any future hearing, shall neither be discharged from employment, nor have any adverse personnel action taken against him, nor shall he be required to use sick leave or vacation time, as a result of his*

*absence from employment due to such jury duty or court appearance, upon giving reasonable notice to his employer of such court appearance or summons. No person who is summoned and appears for jury duty for four or more hours, including travel time, in one day shall be required to start any work shift that begins on or after 5:00 p.m. on the day of his appearance for jury duty or begins before 3:00 a.m. on the day following the day of his appearance for jury duty. No person who is summoned to serve on jury duty shall be required to work on the day of his service on a jury. Any employer violating the provisions of this section shall be guilty of a Class 3 misdemeanor.*

(FMLA from page 4)

result, a worker's FLMA leave would get used up faster.

Last month, more than 200 organizations, including the AFL-CIO, sent a letter to the DOL urging them to provide more solutions to help workers balance work and family -- not cut FMLA.

Since 1993, more than 50 million working people -- half of them men -- have been able to take time off to bond with new babies, care for seriously ill family members or recover from their own illnesses. The law doesn't go far enough: FMLA does not cover all workers, and the leave is unpaid. Three in four workers who needed to take FMLA leave, but did not take it said they couldn't afford to go without a paycheck.

Statistics only tell us so much, we need your stories. We want to use your stories on

FMLA leave to put a personal perspective on the campaign to save FMLA. Members of Congress and the press are always asking us for stories from individuals. (We'd get your permission before using your name or contacting you directly.) We need to start collecting FMLA stories right away!

If you or someone in your family used FMLA leave and would like to share your story with us, please e-mail us at [working-women@afclcio.org](mailto:working-women@afclcio.org) with:

1. Why is FMLA important to you?
2. Why did you use FMLA leave?
3. How long were you away from work on leave?
4. What would you have done if you didn't have FMLA leave?
5. Your name:
6. Your city and state:
7. Your union:

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## NSG One Call Procedure

Vacation and Illness Call in procedure for The Network Service Group South Potomac technicians, that call in to the (143) Annapolis Dispatch Center, have a new procedure for calling out. If you have not been given a copy of the procedure please ask your supervisor for one. You need to make one call instead of two. If you have any questions on the procedure you need to ask your supervisor.

**Sympathies to:**

Donna Blanchard on the death of her Aunt  
Rusty Fowler on the death of his Grandmother  
Richard Krider on the death of his Mother in law  
Jeffrey Savin on the death of his Brother  
Renee Staten on the death of her Grandfather

**Congratulations to:**

Mike Parker Jr. on the birth of his Son

**Get Well to:**

Mike Abend  
Al Blady recovering from surgery  
Walter Kaczorek recovering from an injury  
Norm Thompson

**Union Advocates (Future Link)**

Annapolis	Shane O'Brien	410 439-6783
Laurel	James Richardson	301 604-1100
Leonardtown	Tim Vagell	301 475-7700
Local Office	Denise Burns	410 224-0166
Riva Rd 5th flr	Jorae Armstrong	443 436 5335
Riva Rd 2nd flr	Sandy Burch	410 265-0469

**Dates to Remember**

**Membership meetings**

Summer Vacations  
Next Meeting TBA

**Other Meetings**

7-14	Budget Committee Meeting	830am
7-26	Executive Board meeting	2PM
7-27	Budget Committee Meeting	830am

**Other**

7-04	Independence Day	
7-12	Newsletter Deadline	
7-21	ILCA Workshops	
7-31 thru 8-05	CWA Local Leadership Conference	
8-11	Blood Dr-Riva	
8-16	Newsletter Deadline	
8-28 thru 8-31	Convention	

**Roberta B. Mervine Scholarship Fund**

The winners of the Scholarship drawing are Laura O'Donnell daughter of Mary O'Donnell and Jason Bailey son of Will Bailey. The 1<sup>st</sup> runner up was Jeffrey Mangrum son of Kenny Mangrum. The 2<sup>nd</sup> runner up was Courtney Pomeroy daughter of Ray Pomeroy. Congratulations to all of you.

«FirstName» «LastName» «Suffix»  
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