



Cavalier Bargaining

Bargaining line 866 900-2107

The Union and the Company met April 13th in their first official Bargaining Session. The Union presented the Company with numerous proposals. Some of the items submitted included:

Overtime pay after 8 hours

Grievance Procedure

Work Week and Break periods

Non Discrimination Clause

The Company has taken all proposals presented under consideration and will be getting back to us. The next bargaining session is scheduled for April 24 at 3:30 pm, location to be determined.

Bargaining updates are available on the Local website www.cwa-2107.org or the Local bargaining line 866-900-2107

The Local is requesting that you get us your fax numbers, please call them into the office at 410-841-0034 or email to cavalier@cwa-2107.org

Cingular Contract Ratified

Our Cingular Wireless members ratified their new contract on Friday April 8th. The new contract includes an 11% increase in the base salary over 4 years and addresses problems in the call centers and retail stores as well as other improvements.

Verizon Proxies

Verizon's annual stockholder meeting will be held in Houston, TX, on May 5th. Your proxies should have already arrived. 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** are posted at 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.

Climbing Safety Alert at Verizon

All Outside Personnel

Immediately cease all Buckingham Climber use pending qualification with the gaff gauge inspection process below.

Quality issues have been noted for all Buckingham Climbers throughout Verizon requiring all Verizon personnel to inspect all Buckingham Climbers for defects.

All Buckingham Climbers must be inspected and qualified with a Buckingham gaff gauge tool that can be ordered to inspect for defects.

The Verizon SSI# for the gauge is 700-264-433, they are \$2.83 each.

Buckingham Climbers passing the gaff gauge requirements will be suitable for Veri-

zation technician use provided the climbers meet the normal pre-use tests which include the visual inspection and cut-cut tests. Climbers can be released for use once qualified by the inspection process.

Use other approved practice means to access aerial plant (ladders, aerial trucks) unless the Buckingham climbers pass the gaff gauge inspection requirements and other pre-use tests. Hold all (proven) defective sets of Buckingham Climbers, that do not pass the gaff gauge tool test, locally at the work centers until notification for re-supply is communicated to the Field.

Perform gaff gauge inspections on Bucking-

(Continued on page 2)

Congress Weighs in on Verizon's Treatment of Workers

This is the body of a letter sent to Ivan Seidenberg by George Miller and signed by 112 other members of the House of Representatives.

The Maryland Congressmen that signed are; Ben Cardin, Elijah Cummings, Chris Van Hollen and C.A. "Dutch Ruppertsberger.

Dear Mr. Seidenberg:

We are writing to express our concern about workers' complaints that Verizon Wireless has engaged in a campaign to undermine their right to organize.

We are troubled by what appears to be a corporate-sponsored policy of union avoidance at Verizon Wireless. We understand that the company has been the subject of several National Labor Relations Board complaints over activities meant to thwart employee organizing efforts, with additional charges of unfair labor practices currently under investigation.

The examples of anti-union activity brought to our attention have been extensive. They include Board complaints against Verizon Wireless involving supervisory threats, surveillance, interrogation of union supporters, and the firing and other retaliatory discipline of union supporters; the use of captive audience meetings and the sponsoring of an anti-union website; and an apparent pattern of closing and relocating Verizon Wireless cus-

tomers service centers where employees have been actively trying to form a union.

We are concerned that these sorts of actions frustrate workers in the exercise of their fundamental rights. We are also concerned that such strategies produce long-term conflicts between labor and management to the detriment of all, including workers, management, shareholders, customers, and the public.

It is our understanding that Verizon Wireless's chief competitor, Cingular Wireless, has been able to operate very successfully while employing a positive labor relations policy. Cingular is virtually 100 percent unionized, and the 22,000 workers represented by the Communication Workers of America freely chose to organize through a process of employer neutrality and majority card check recognition. Cingular's adherence to that process demonstrates a successful model for the respect of workers' rights. Two hundred and forty-eight members of the 108th Congress endorsed the Employee Free Choice Act to require similar processes as a matter of law.

We urge you to personally investigate the issues we have raised in this letter and to have Verizon Wireless pursue a more productive and cooperative labor policy in line with that achieved at Cingular Wireless and envisioned by the employee free choice act.

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President's Point of View.....

Denise Burns

April 6, 7, and 8th Donna, Ray and I attended the District 2 Conference in Williamsburg, VA. On the evening of the 6th there was a retirement dinner for our president, Morton Bahr. Mr. Bahr will retire at the August CWA Convention.

On Thursday morning Mr. Bahr was our first guest speaker. I am truly sorry that most of you won't get a chance to meet this man or to hear him speak. He has devoted over 51 years of his life to unionism. He is respected world wide. He is very educated on today's issues and is concerned on where we are headed as a union and a country.

Mr. Bahr spoke to us about his different years coming up in the Union. He started organizing outside of the telecom industry while he was still District 1's Vice President. He stated that he learned at every level of his progress throughout the union.

Mr. Bahr's message was clear to me. In order for Union's to survive we are going to have to start pulling together, educating, and involving our members. We have to stress the importance of us being in politics and why organizing must be done even though at this time it is not easy. "We need members to weigh the issues", "what is best for family", "CWA deals with economics, not other issues" were some of the quotes from Mr. Bahr.

While I have heard these things in the past, this time I came to realize that this man has lived these words. He has had a major part in leading us to where we are today. We must keep going forward. We need to build strength and unity to forge ahead.

In the different unit reports we received at the conference one thing stood out. All of us, whether we're in the airline industry, manufacturing industry, printing sector, broadcasting technicians, public workers or telecommunications industry, are dealing with corporate greed and worker exploitation, disrespect and elimination.

Our work is cut out for us to maintain our stature in the future. Our benefits, jobs, pensions and livelihoods are at stake. If we band together, our numbers, would far out way the CEO's and corporate board members. How is it then that we sit back and wait for someone else to do our bidding? We can win in the fight, in fact, we must win. We shouldn't give up what we have and we need to pass on our legacies to our families for the future.

To sum this up I would to thank Mr. Bahr for his dedication and perseverance on behalf of our local retirees, members, stewards and officers. I wish him well in his new endeavors. I, also, hope that we will learn from his strength and determination.

"The union is not for yourself but for your children. It does not arise to avenge the past but to claim the future. ...It is an expression not of the dignity of its leaders but the dignity of all. It was called into being to celebrate the majesty of one person. ...It is not property but mission. ...Anyone can belong to a union; but a union belongs to no one and least of all to anyone who is ashamed of where he or she came from and indifferent to those he/she left behind. The union leader is not the owner of an institution; he/she is the caretaker of a tradition." Murray Kempton

(Continued from page 1)

ham climbers per Instructions included with the approved Buckingham gaff gauge tool package as soon a reasonably possible however, inspections should complete by April 29, 2005 and no later than May 13, 2005.

Technicians who receive NEW Buckingham Climbers will complete the gaff gauge inspection before new climber use.

It appears that everyone will have to have the new tool.

If your supervisor has not heard about this safety flash refer them to document number: 2005-00172-OSP, do not use climbers that you cannot verify have passed the gauge test as well as normal pre-use tests.

Website is Up and Running

The Local Website is back up and you can send suggestions (as well as problems you may find) to webmaster @cwa-2107.org.

The Local 2107 NEWS is there along with forms-including a statement of occurrence-, calendars, contracts, contact information and more.

The site is still being added to and some pages will take a while to add while others will constantly change, such as the members page. The site is being done in house so help us out.

Have a look: cwa-2107.org and send us some feedback.

AFL-CIO Night at The Yard

Our friend Pete Angelos and the Baltimore Orioles have made a generous offer to have AFL-CIO members, their family and friends celebrate **AFL-CIO NIGHT** at **CAMDEN YARDS**, when the Baltimore Orioles play the Colorado Rockies. We expect to see thousands of trade union members at the game.

We are pleased to announce that the regular \$15 Upper Reserve tickets will be sold for the discounted price of **\$5.00 per ticket**. Tickets will be sold on first come, first serve basis.

Contact the Local office to order your tickets by May 15th.

Chesapeake & Potomac Telephone Co. of Maryland Reunion

There will be a reunion of the former employees of C&P (the old Chesapeake and Potomac Telephone Co.) of Md. this coming fall and they are looking for information on you or anyone you can think of that may have worked in Charles, Calvert, and St. Mary's Counties for the old C&P. Please pass this along to anyone you know who may have worked in that area under C&P.

Please contact:
Mary 301-475-8594
mary26162@yahoo.com

Cecelia 301-475-9271
cbholley@tgci.net

Betty 301-863-9031
vicbet@erols.com

Dorothy 301-475-2693

Please include the following information in your correspondence:

Your Name:

Spouse or Friends' Name:

Mailing Address:

Telephone Number:

Email address:

Roberta B. Mervine Scholarship Fundraiser

We are going to be selling Home Interior candles & accessories to benefit our Scholarship Fund. We will get 50% of all sales to go to the Scholarship Fund. Candles make great gifts & are reasonably priced. The sale will be at Riva Road but we will also be taking orders at the Hall @ 410-224-0166.

Running Your Own Marketing Program at Cingular? You Could Be Terminated

The following comes to us from Cingular's HR department. Please do not engage yourself in the prohibited activities.

It has come to Cingular's attention that individuals are creating their own fliers and websites which include company information. Effective immediately all of this activity needs to stop. Under no circumstance is correspondence to go to a customer without specific direction from the Leadership Team. This includes but is not limited to; phone/plan pricing on individual websites, fliers, text messages and letters to the customer base.

Any deviation or violation of the guidelines and policies will result in disciplinary action up to and including termination. Should you have any questions please contact your manager, ARSM and/or Director.

Campaigns Targeted to Existing Cingular Customers

All campaigns to existing customers must be routed and approved by HQ. Cingular must confirm that the phone numbers targeted for a telemarketing campaign are not on Cingular's company-specific do not call list.

Campaigns Targeted to Prospective Customers

All campaigns to prospective customers must

be routed and approved by HQ. Cingular must confirm that the phone numbers intended to be used for a telemarketing campaign are not on either Cingular's own company-specific DNC list or national and state DNC registries.

The only customer contacting activities allowed in the field are 2-2-2 Calls - provided they follow the policies outlined on CSP.

Sales reps are NOT permitted to participate in the following:

- Outbound Calling (except 2-2-2 Calls)
- Direct Mail Campaigns - of ANY kind including:
 - GoPhone Mailings to customers who require deposits
 - Add a Line offers to existing customers
- Mailbox Stuffing
- Creating Cingular Wireless branded websites, or any website linked to obtaining wireless service
- Text messaging the base

Additional Information:

Privacy Policy: www.cingular.com/privacy/privacy_policy

Do Not Call Policy: www.cingular.com/

Retirees Corner

The next meeting for CWA 2107 RMC is on May 9 at 10 AM at the Local Office. We will have a guest speaker at the meeting.

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.

FutureLink Advocates

We want to welcome JoRae Armstrong as a new Advocate. JoRae has already been successful in scheduling several workshops. JoRae is located at Riva Road on the 5th floor. Her contact number is 443 436-5335. Other Advocates in our Local are; James Richardson, Laurel 301 483-0455, Tim Vagell, Leonardtown 301 866-1113. We need advocates in our other locations. If interested call the local office.

The face-to-face Advisor is Laverne Debnam. Her contact information is 301 317-6708 or proper340@hotmail.com .

CWA District 2

Healthcare Benefit Coordinators

Medical, Dental, Vision, and Prescription issues relating to the payment of bills, providers, directories, medical necessity of services, forms and plan questions are handled respectfully by:

John Petrini for the **Verizon** Active Plan
Telephone – (800) 627-0200
Fax – (610) 566-3123
E-Mail – john.d.petrini@verizon.com

and

Sue Anderson for the **Verizon** Retiree Plan
Telephone – (888) 324-4969
Fax – (973) 691-0865
E-Mail – clara.s.Anderson@verizon.com

Sickness and Disability Absence, Family Medical Leave Absence, and Core related issues are handled respectfully by:

Bill Sonnik for **Verizon** – Maryland, Virginia, West Virginia and Washington D.C.
Telephone – (888) 571-7218
Fax – (301) 790-2661

E-Mail – george.w.sonnik.iii@verizon.com

Sympathies to:

Shelia Jones on the death of her grandmother.

Congratulations to:

Jay Meyer on the birth of his twins.

Get Well to:

Bob Jones recovering from surgery.
 Aisha Miller recovering from surgery.
 Dan Valentine recovering from surgery.
 Frank Walker recovering from surgery.

Union Plus Legal Service

1-888-993-8886 or www.unionplus.org/legal.

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
FMLA	877 421-5225
Payroll	800 345-6211

Dates to Remember

Membership meetings

5-9	Annapolis	6:30 pm
5-10	Waldorf	6:30 pm

Other Meetings

4-26	Executive Board
5-02	Maryland State Council Meeting
5-09	Retiree Meeting 10:00 am
6-17	Presidents Meeting 10:30 am

Other

4-24	Cavalier bargaining
4-28	Workers Memorial Day
5-07	JDRF Walk to Cure Diabetes
5-08	Mothers Day
5-11	Blood Drive Riva Rd
5-11 thru 5-15	National Customer Service Conference
5-17	Newsletter deadline
6-01 thru 6-03	Occupational Safety & Health Conference
6-01 thru 6-03	Take Back America Conference
6-20	Creative Memory Fund Raiser 5:30 pm
6-21	Newsletter deadline

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.

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