



Former Blue Team Transition

I. The Company recognizes the CWA as the duly represented bargaining agent for the employees who become represented as a result of the existing Memorandum of Agreement regarding Voluntary Recognition dated March 17, 2005. In accordance with the Memorandum of Agreement regarding Voluntary Recognition dated March 17, 2005, the newly recognized unit(s) shall be included within the existing and appropriate Labor Agreement between the CWA the Company.

II. Employees on the Cingular Wireless payroll in a bargained-for position as of the January 15, 2006 (or upon return of an approved Leave of Absence) will be slotted into the appropriate bargained-for title and slotted to the appropriate weekly wage rate (annual divided by 52). If there is not an equivalent rate, the employee will be slotted at the next higher step in the wage progression scale. Employees hired after December 2, 2005 into bargained-for positions will be placed in the appropriate bargained-for job title and wage scale at the time of hiring. Those employees whose current wages are above the maximum weekly rate of the appropriate wage scale will be pay protected until they voluntarily move to another job title or location. They will be paid a lump sum equal to the contractual increase in the wage scales annually effective the contract anniversary date, in lieu of a wage increase. Those employees whose current wages are below the appropriate minimum wage scale will be brought to the minimum wage of the appropriate wage scale. There will be a true up period of six months from the date above to identify and correct any individuals who have been inappropriately classified. Employees will receive a PTO grant on 1/2/06. PTO days will be converted to the appropriate contractual language governing holidays, vacation days, excused days with pay, and waiting periods for Illness and Injury using the existing conversion process. Unused Blue Sick time will not be carried over after 12/31/05. Unused blue vacation days will carryover indefinitely to future years until used. Unused blue vacation days will not be "converted" to contractual days. Contractual

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Workers Win in Maryland

by Ray Pomeroy

Maryland Legislators have overridden four of Governor Erlich's Vetos' from the last session, as of this writing.

While they are all big wins the ones that should interest our members the most are the passage of the so called "Wal Mart Bill" and the minimum wage increase.

The Senate voted 30-17 to override the veto of the "Fair Share Health Care" (aka the "Wal Mart Bill") over a Republican filibuster attempt and the House followed 88-50.

The law requires private companies with more than 10,000 employees in Maryland to spend at least 8 percent of their payroll on employee health benefits or make a contribution to the state's insurance program for the poor. Wal-Mart is the only company in Maryland known to be affected by the legislation.

Ronald Pollack, executive director of Families USA, a nonprofit health advocacy organization, said most companies know that the costs of medical treatment for uninsured people are reflected in their own insurance premiums. Families USA calculates that the cost of such treatment drove up employer premiums by \$922 a family last year. In 2006 the added cost could reach \$1,000 a family.

Thirty other states are considering similar legislation including West Virginia and Kentucky which have already introduced the legislation.

The West Virginia Fair Share Health Care Act would require any employer with 10,000 or more workers in the state to spend at least 8% of its wages for health care costs. Those that don't must pay the difference to the state's Medicaid insurance program for the poor. Wal-Mart, with 12,054 employees in

the state appears to be the only company that would be affected.

The Kentucky legislation, also patterned after Maryland's new law and would also affect Wal-Mart, which employs over 32,000 people in that state, although it is not known at this time if that is the only company that would be affected by the legislation.

If you would like to see how your representative voted on the bill click the link on the local's homepage at www.cwa-2107.org.

The legislature also beat back Governor Erlich's veto of the minimum wage increase that will now go into effect in 30 days. The minimum wage in Maryland will go up one dollar to \$6.15 an hour. The Senate voted 30-17 and the House vote was 91-48.

Seventeen other states already have minimum wage rates higher than the federally mandated \$5.15 an hour.

Massachusetts Sen. Edward M. Kennedy issued a statement commending Maryland for raising the minimum wage.

"Maryland is one of many states and communities across the country to recognize that no one who works for a living should have to live in poverty. These states are acting because year after year, Congress has failed to act, and more and more hard-working Americans are paying an unfair price."

The last time the federal minimum wage was raised was in 1997 when, according to the Lundberg Surveys the national average for all grades of gasoline was \$1.20.9. Think about that!

U.S. Rep. Steny Hoyer, has called on Congress to adopt legislation increasing the federal minimum wage to \$7.25 over two years.

Election Notice of Delegate and Alternate to Convention

Nominations for delegate and alternate to the CWA Convention will be taken at the February membership meetings on the 6th and 7th.

A candidate must accept or decline nomination if present at the nomination meeting.

Any nominee not present is required to contact Dutchin Webster, by 12 PM, Feb. 10.

Ballots will be mailed out on February 20 and counted on March 20 at 5PM at the local office.

Duplicate ballots will be mailed out on March 1st.

Please call Dutchin if a duplicate is needed.

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President's Point of View.....

Denise Burns

Mid-January is here. This year the pace is picking up. There is no time to sit and watch things happen, it is time to make things happen. Everyone of us needs to be involved at some level.

In Maryland, we have climbed two major hurdles in politics so far this year. Two bills that Ehrlich vetoed in the last session have been overturned in the last week. It was a fight but labor saw victory on both counts, minimum wage and fair share health care. While these wins are substantial, we are not done. We have the senate race and the governors' race that is high impact for all of us. We will keep you posted with updates and our recommendations.

We are still trying to bargain a contract with Cavalier. They have once again, set a meeting and then postponed it. In the meantime, they have told their technicians in Maryland that because of the Union they are not able to receive raises or other things they have given to the non-union workforce.

We are meeting with Cingular on January 20. We will be presenting our views and research on the issue regarding compensation, quotas and locations where Cingular service is sold.

We are still working with the company on getting all the people hired signed up. It has become a tedious process.

January 15th was the date that the "blue" team should have been slotted into the Orange contract. We have to get out and sign up the people being moved over. At the meeting on the 20th will try to resolve how to get this done easily and expeditiously.

Our major event this year will be educating all Union members on the importance of involvement and the price if people do not get involved. We will be mobilizing for the upcoming 2008 contract for Verizon. Benefits and pensions are major items at stake. This goes for our retirees as well. All of us need to come together.

We are also going to be asking for members input to help us move toward the future. You will see and hear more of this in the upcoming months.

Our next membership meetings are February 6th and 7th. I hope to see you there!

"We must stand together; if we don't, there will be no victory for any one of us." Mother Jones

**Leadership Conference for Metropolitan Baltimore
Council AFL-CIO**

by Dutchin Webster

Denise Burns, Al Schuitema & myself attended the 15th Annual Metropolitan Baltimore Council AFL-CIO Leadership Conference in Atlantic City, NJ January 11 thru 13. This conference had Union Leaders from Unions and Locals across the Baltimore Metropolitan area. We were there to learn, share our views and unite in our efforts to "protect Maryland workers".

The focus and workshops were on Negotiating and Enforcing the Collective Bargaining Agreement. We participated in a mock arbitration put on by the multiple legal firms

there. There were vendors there to talk with us about the services they can provide to our members.

We had several guest speakers; the Honorable Martin O'Malley and the Honorable Ben Cardin along with Sheriff George Johnson IV who is running for the Anne Arundel County Executive position. They also attended our hospitality room giving us a chance to speak with them.

Several of our District 2 officers and staff were in attendance along with officers from CWA Locals 2100 and 2101.

Scholarships

There are three scholarships currently available to CWA Local 2107 members.

The Local's own Roberta Mervine scholarship, application on the forms page of the website. The scholarships are for \$1,000 and there are two. Deadline for the 2006-2007 school year is May 30th. Eligibility: depend-

ent children (as defined in our contract) of Local 2107 members, (active retirees, or deceased), age 25 or under.

The CWA Joe Beirne Foundation Scholarship Program has thirty partial college scholarships of \$3,000 each that are being offered

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days must be used first before using Blue Carryover days. If terminated, the unused Blue Carryover days will be paid out.

III. Benefits All newly recognized bargained employees will be eligible to enroll in the National Bargained Benefit Plan upon being placed into a bargained job code.

For a copy of this agreement go to the contracts section of this local website at www.cwa-2107.org.

Retirees Corner

The next meeting is February 13. We welcome all new members and hope to see more of you at the meetings.

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.

Cavalier Bargaining line 866 900-2107

(Scholarship from page 2)

for the 2006-2007 school year. Winners, selected in a lottery drawing, also will receive second-year scholarships of the same amount contingent upon satisfactory academic accomplishment

There is also a Union Plus Scholarship pro-

gram The amount of the award ranges from \$500 - \$4,000. This is a one-time cash award sent to individual winners for undergraduate study beginning in the fall of the same year.

Eligibility for Scholarships: Members of AFL-CIO unions participating in any Union Plus program, their spouses and their de-

pendent children (foster children, step children, and any other child for whom the individual member provides greater than 50% of his or her support) can apply for a Union Plus Scholarship.

Check the local website for details on all 3, the Union Plus Deadline is JANUARY 30th.

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Which One Are You?

by Denise Burns

Have you ever heard of the old adage “if you aren’t part of the solution then you must be part of the problem”? After all the years I have spent as an officer in Local 2107 the last two years have brought that statement to new heights.

I’ll be touching on both Cingular and Verizon without mentioning which company I am speaking of and you can figure out where you fit. Problem: Whether “new” managers aren’t given guidance on how to do their job or they are just incompetent I can’t say. What I can say is that the majority of the time, when trying to deal with management, we are at a loss. You can’t deal with people

that are unable (or unwilling) to make decisions or lack the savvy to understand what you are trying to accomplish. Bottom line is today’s management doesn’t manage. This is the case most of the time, not everyone fits into that category. Whether they are uninterested or lack the knowledge that is needed the company as a whole is suffering.

Problem: When management doesn’t do their job, for whatever reason, it affects the members. Most members are good, responsible employees. They come to work and do their job and mind their own business. They are accountable and understand that they have a decent job with good wages and benefits. Others,

because management isn’t managing, aren’t doing their jobs, are taking advantage of co-workers, wagging their tongues about other employees and creating an unpleasant work environment.

Your Union stewards and officers are trying to combat the issues in this taxing environment but it is difficult at best.

Solution: We, the members, must stand united on every issue. Even if management is weak, if you aren’t standing together it doesn’t matter. We can’t win.

We can all be part of the solution. That’s what being UNION is all about. Which one are YOU? Problem? Solution?

On the Legislative Front

by Al Schuitema

As the first order of business of the 2006 Maryland General Assembly, Maryland legislators overrode the Governor’s veto of the Fair Share Health Care Bill (dubbed “The Wal-Mart Bill). This means that any business that has more than 10,000 employees must pay at least 8 percent of their profits to employee health care or submit the difference of the percentage they are paying and 8% to the states Medicaid fund. Progressive, religious groups and unions (to name a few), banded together to show elected officials that this law was needed to protect workers and taxpayers from wealthy corporations encouraging their workers to use emergency rooms, and

state / county / local programs to provide health care for themselves and their families. Maryland is the first State in the nation to pass such a law.

Also, the Maryland House of Delegates and the Maryland Senate voted to override the Governor’s veto of a raise in the minimum wage to \$6.15 per hour, currently at the federal level of \$5.15 per hour set in 1997.

These bills are good for the working person in Maryland. More are needed. Maryland is leading the way for workers issues that the rest of the country are taking notice of and approximately 30 other states are now considering similar legislation in their states.

American workers and not just Union workers must take a stand and demand accountability from our elected official’s. We are all in this together. Those without union representation do not really understand that there is strength in numbers that gives them a voice in the workplace. Those of us that are Union must rally together to protect ourselves, and those without a voice, from the onslaught of corporations racing to the bottom line and their allies at the state and federal level. All we have to do is look around and see what is happening to health-care, wages, pensions, and job security to see that we all have to mobilize for the common good.

If you think that burying your

head in the sand with hopes that what is happening at other companies will somehow pass you by, **WAKE UP!** This is a mid-term election year. We need to get people into office that care about the working person. Corporate America has had the attention of Congress, in the name of “global economy” for too long.

We cannot wait to see what our employers or lawmakers will do to us next. We must fight back harder than ever before. Our very way of life is at stake. Contact us at the Local and see what you can do. Whether you recognize it or not, we are all in this fight together. **GET INVOLVED NOW**, before it is too late!

Sympathies to:

Layne Coady death of grandmother
 Ann Green on the death of her brother
 Debra Harris on the death of her sister
 Matthew Mosley death of father-in-law
 Kevin Updyke on the death of his uncle

Get Well to:

Carroll Clift, recovering from surgery
 Steve Dolce, recovering from surgery
 Penny Johns
 Ed Simpson recovering from surgery
 Tim Wathen

Congratulations to:

Carol Cooper on birth of her grandson

20% Discount to Union members

The Optical Shoppe
 403 Charles St
 LaPlata, MD 20646
 301 934-6463

Dates to Remember

Membership meetings

02-06	Northern area Annapolis	6:30 pm
02-07	Southern area LaPlata	6:30 pm

Other Meetings

01-31	Executive Board	10:00 am
02-13	Retired Members Chapter	10:00 am
02-16	Baltimore Metro Council	7:00 pm
02-21	Stewards	TBA
02-28	Executive Board	TBA

Other

02-21	Newsletter Deadline	
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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

Scholarship Fund

We will be planning fund raising events for the 2006 year. We need assistance with these events, if you can help please call the local office.

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