



Important Delegate/Alternate Election Information

CWA Local 2107 is currently holding elections for Delegate/Alternate to the 68th annual CWA convention. Nominations were taken at the February membership meetings.

You should be receiving a ballot in the mail shortly, read the directions carefully. If you do not follow the directions exactly your ballot will not be counted. If you do not receive your ballot by March 1st call Dutchin at the Local office.

We believe that our membership has grown to the point that we will have a fourth Delegate this year. If we do, it will not be official until the Official Call to Convention is received from the National which makes that determination based on averaged membership numbers.

If the local is entitled to an additional Delegate, whoever gets the most votes will be the Delegate and the candidate with the second highest vote total will be the Alternate. If we remain at three (the top three officers are also Delegates) then whoever gets the most votes will be the Alternate and the candidate with the second highest vote total will be a second alternate.

Your ballot package will include a postage paid envelope so it doesn't cost you anything but a few minutes of your time to participate. Please do!

It Was Good to See You!

Thanks to all that came to our membership meetings in February.

We had a good turn out at the meetings, a lot of our less senior members getting interested in just what the Union does for them. Hopefully we will see more and more of you in the future.

We are trying to build our personal email address database. If you have not given us your personal email please go to the website or a steward. You can also submit address and others changes there. Go to cwa-2107.org and use the purple button at the top.

Our next meeting is on March 14. It is a combined meeting and will be at the local office.

Workers Compensation

by Mike Parker

On February 10th, Eddie Miller and I attended a meeting with Cliff Sobin who is an attorney that specializes in Workers Compensation and handles a lot of Verizon cases in our area.

Mr. Sobin had a guest speaker, Alan Lescht, who is an attorney that handles employment discrimination lawsuits. The meeting was mind-blowing to say the least. We explained how in most cases Verizon drags it's feet when dealing with workers who have medical issues, how dealing with Metlife is like beating your head against a wall. You need to get this signed and that signed to get an FMLA approval.

A simple Doctors note is no longer any good. Have you ever injured yourself on the job and not told anyone? You were afraid to tell your boss because you didn't want to be the one that ruins the quarterly safety breakfast or hear the boss say "well there goes my bonus".

What if, ten years down the road you turn the

wrong way and re-injure whatever you didn't tell anyone about the first time? The doctor agrees with you that you have aggravated an old injury but because you didn't report it the first time your options are now limited. The time off that you get actually get paid for depends on how much time you have with the company. If the doctor has to operate and you need to be out for sixteen weeks you may only get paid for twelve. If you had reported the accident in the first place chances are that, through workers comp, you would have been paid for the entire time.

That's just one of many possible scenarios.

The attorney's main objective was to explain that just because Verizon has a policy on something it doesn't make it Law. When it comes to injuries sustained on the job, be smart follow all the rules. Report the accident to your supervisor and seek immediate medical attention. Don't worry about your evaluation, you'll do better next time. Think about your health, it's much more important.

Do You Reap What You Sow?

by Denise Burns

Are you coming to work and doing your job? Are you on time? Do you pay attention to everything going on around you instead of doing your job? Do you "chat" all day with your co-worker(s)? Do you leave your desk too often? Do you go out of your area when you work outside?

The stewards and officers of this local are brought in on so many issues revolving around absences (trends), tardies or just plain indolence when you are at work. We really need to focus on contract violations and the mistreatment of workers.

If you are being called into a meeting because you are at fault for doing something you shouldn't have, or not doing something you should, think about why you really have a job. This isn't a social activity. It is your job. You have responsibilities not only to the company but to your coworkers. If you can't get along with certain coworkers keep clear of them unless you have direct business with them. If you can, go to another person

Cavalier

We met with the company on 2-8. We are still waiting for them to get back to us with another date to meet.

To date we have tentative agreements on:
Performance of work by employees of other markets

Probationary period and notification of new hires

Grievance procedure

Definition of employees

Seniority, Layoff & Recall

Transfers

Work Week & Break Periods

Overtime

Standby Duty and Pay

Call Backs and Call in

Discipline

Promotions, Transfers and Vacancies

Shop Stewards

No Discrimination

Union Visitation and Bulletin Board

Health and Safety

Substance Abuse Policies and Procedures

Uniforms

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President's Point of View.....

Denise Burns

Where is Verizon headed? Where is the Union movement headed? What can you do about it?

Verizon has taken the pensions from management and their benefits once they retire. What does that mean for us, the members?

We will know the extent of what Verizon has in store for us in 2008. Can we wait that long to see? The answer is simple, NO!

We in 2107 plan to have mobilization activities, flyers etc. on a regular basis. Our last activity, the Tale of Two Companies brought out some negative and sarcastic comments. Let's set the record straight on what we need to do and where we need to go.

The telecommunications future is largely wireless. Wireless is growing even as the core company is shrinking. We need to organize those jobs so that we, the people who built C&P, Bell Atlantic and then Verizon, will have opportunities to share in that growth in the future.

Yes, Verizon is building a fiber network and we have those jobs, but as we all know technology moves at a tremendous rate. What will be next?

Verizon uses the excuse that to be unionized is to be less competitive. Do you believe that? The core company has prospered with the Union for many years as have most of the other "baby Bells".

There was an article in the NY Times published February 21, 2006 by Matt Richtel. It talked about the successful organizing of Cingular Wireless by CWA. Cingular has a better relationship with CWA than Verizon does. This article goes on to talk about the growth of Cingular Wireless into the nation's largest wireless carrier and the fact that it happened with an almost fully unionized

work force. It also states that this challenges the "competitors" statements about an organized workforce hampering their ability to move workers, cut costs and make changes to compete in the industry.

The article was lengthy and also talked about Verizon Wireless and how they violated a neutrality agreement and broke federal law in 2003 and 2004 by discouraging union organizing. If you want to read the article go to www.cwa-2107.org and hit the link on the home page.

Our future depends on our success in organizing the workers in our industry and in others. We need the support of our current members to make this happen. When you are out talking to neighbors, friends, coworkers or others you should be proud of being a union member and you should also have the facts to share.

Unions brought us the 40 hour work week, the weekends, the eight (8) hour workday, child labor laws, overtime pay, work place safety, the Taft-Hartley and Davis-Bacon Acts, Equal Pay Act, the Wagner Act, Social Security Act, Fair Labor Standards Act and the list goes on.

Workers who came before us have fought the hard and often deadly fights to get us here. We can't give up now. We need to be involved and working toward our future as well as our children's and their children's futures. If you have questions about what Unions are really about do some research on the web....some of the history is amazing and some still applies today.

"We must remember that one determined person can make a significant difference, and that a small group of determined people can change the course of history." Sonia Johnson

Cingular

by Ray Pomeroy

On January 20th I attended our quarterly working relations meeting with Cingular management.

The management team included Frank Garon from Labor relations, Rob Forsythe the new VP/GM in this market, Christine Turner the new Director Retail Sales and approximately 15 other managers.

We discussed a host of issues including our contention that there are too many stores sit-

ting on top of each other and the fact that there are so many "authorized agents.

The company is still looking at store locations but there were no firm plans they could share concerning them. Cingular seems to think that the more locations they have the better although our opinion is that over saturating an area isn't good for our members or the company.

(Cingular on page 3)

Candidates for Delegate/Alternate to the 68th Annual CWA Convention

Jeffrey Savin

Jeffrey Savin
Northern Area VP

I am running for **Delegate for Convention**. I have been a member of Local 2107 for 16 years in good standing.

I currently hold the position of Northern Area VP. I work at the Riva Road building in Engineering on the 6th Floor where I have been an EA for 8 years, prior to that I was a Cable Splicer in Annapolis. I was a steward for 5 of those years handling all types of grievances on all floors and departments at Riva Rd. I have been on the Legislative committee for the union and have been involved in voter registration drives throughout the local. I have attended the "Legislative conference" in Washington on three different occasions. The local sent me to Leadership training at WVU in Aug-04 & 05 to enhance my skills to better "Defend our Members in need of Representation". As a Delegate I feel I can Represent the Local in a Fair and consistent manner.

Please Vote for Me for Delegate.

Thank You!

Jeffrey Savin

(Cavalier from page 1)

- Free or Discounted Service
- Voluntary Employer Provided Benefits
- Payroll Period
- Differentials
- Payroll Deduction of Dues
- Board and Lodging
- Employer Vehicles
- Training & Tuition Reimbursement
- Time Away From Work

Please remember that in bargaining things change so some of these tentative agreements may change or be removed.

Us vs. Them?

We should not be having us versus them issues among our members at any company.

While you shouldn't be doing someone else's job (working out of title) you should not be upset when you are asked to do work in your title in another "line of business".

A line of business or even something like FiOS which is within Network Services is not recognized by the Union as a different entity.

If you're sent to do something under your title in another LOB, do it, if it's Verizon as far as we're concerned it's our work.

Mike Parker

Hello, My name is Mike Parker. I am running for Delegate to this years National Convention. I have 9 years with the company and 3 1/2 as a Union Steward. I hope to gain knowledge from this experience to further my Union career and to make me better equipped to represent you in the future.

Please vote for me,

Thanks, Mike Parker.

**Cavalier Bargaining line
866 900-2107**

(REAP from page 1)

to handle whatever you may need.

There are too many personal conflicts, especially in our office environments. Some of it has to do with the lack of leadership and some has to do with the lack of common sense. Don't be tattletales. We are adults. Be responsible for yourself, do your job, respect your coworkers.

While there are times that management just goes overboard on discipline and leaning on people there are the times that you bring it on yourself. If you are in the spotlight, think about what caused you to be there. If you honestly don't think you have done anything wrong then you need to approach the supervisor about the reason you are being scrutinized. If you don't get any satisfaction then you need to see a steward.

If you are an honest, decent employee and management is continually on you then we have another problem that needs to be addressed. Your first line of defense is always to talk to YOUR supervisor.

Being at work shouldn't be so complicated. It's a job... plenty of people would like to have it, if you don't want it. Make it easier on yourself. Do what is right, question what you think is wrong, treat others the way you want to be treated.

Retirees Corner

The next meeting is March 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.

Al Schuitema

Vote for Al Schuitema "Delegate to CWA Convention"

I have served as a Union Steward for the past 25 years. I am currently the Assistant Secretary/Treasurer for this Local and previously served as the Northern Area V.P. and as a steward. I have been involved with the Legislative Committee for many years and have been associated with other committees as well.

I was recently elected as the Secretary/Treasurer of CWA's Maryland State Council and have been delegate to both the Washington, D.C. and Baltimore Central Labor Councils for the past few years.

Our members and Local need to be represented at CWA's Convention. I have the experience and understanding gained from serving our membership for more than two decades that is required to represent our members needs.

A vote for me will not be a wasted vote.

(Cingular from page 2)

Another issue that we brought up is the problem we have with management not correcting problems when they arise. This problem just snowballs when it happens. One manager told me that he had a problem with an employee not greeting a customer that walked in to the store and having to do it himself along with taking care of the customer. When I asked how he handled the situation he told me that when the employee didn't make his quota that would be pointed out to him.

When that story was told to Christine Turner she said that was not supposed to happen like that. She told us that she is going to be holding managers responsible for managing their people. Two of the things they are supposed to start stressing to our members is that they are supposed to be following the Cingular Expectations Policy and the five point sales plan. Jacki Baldwin asked us to mention that in this newsletter as a matter of fact.

These are company policies and they are reasonable. If your manager starts actually managing and you get called on the mat for not following procedures you are still entitled to a Union rep, but you do have to follow the policies. If you are told of a policy that doesn't seem fair or reasonable let us know at the Union office.

Sympathies to:

Marty Jordan on the death of his father
 Gary Sheirburn death of his mother
 Doug Stewart on the death of his father
 Tony Unkle death of his mother

Get Well to:

Jackie Adams
 Peggy Chinault

Retirees

Optical Discounts for CWA Local 2107 Retiree Club members
 Thanks to the efforts of Mike Vivirito, District 2 Retired Council President, the retirees can go to United Optical and receive the following discounts;

Exam (including glaucoma test)	\$30
Covered Frame	\$30
Non-covered Frame	20% discount
Single Vision Lenses	\$25
Bifocal Lenses	\$39
Trifocal Lenses	\$54
Contacts-Daily Wear	\$75
Contacts-Extended Wear	\$130
All Options	20% discount

United has contracted to provide optical services to CWA Retirees. The patient is responsible for all fees. The retirees will be issued identification cards. Patients should bring this card with them at the time of service but it is not mandatory. The computer code is: CWAR

Dates to Remember

Membership meetings

03-14 Combined Membership Meeting 6:30 pm

Other Meetings

03-06 MD State Council meeting 10:30 am
 03-13 Retiree Meeting 10:00 am
 03-15 Presidents Meeting 10:30 am
 03-16 Baltimore metro council 7:00 pm
 03-23 Executive Board meeting tba

Other

3-12 to 3-15 Legislative Conference
 03-16 Newsletter deadline
 03-20 Ballot Count
 3-29 to 3-31 D2 Conference

Verizon

Call MetLife for the Preferred Dental Program (PDP) to receive a list of dentists in your zip code area on 800 988-8331 or access MetLife at www.metlife.com/dental.

Call Davis Vision for participating providers on 800 999-5431 or www.davisvision.com. For Laser Vision Correction visit the web or call 877 999-7006.

We now have a Single Point Of Contact for benefits excluding the 401k. (To view beneficiary info for basic life and pension you must use the toll free number.) Using the internet you can log on to : <http://resources.hewitt.com/verizon>, use the eweb at; <http://eweb.verizon.com>, select "get hr benefit info" or call toll free 877 275-8947.

For your 401k go to www.401k.com or call 1-888-457-9333.

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