



SAM

by Ray Pomeroy

Are you caught up in the Sales Attainment Management plan? If you are you should be filing a grievance. SAM is discipline.

Right now far too many of our members are on SAM and it's not always their fault. If you are the only person not making quota in a location then you may not be doing everything you should but then again maybe it's the shifts you work or something else beyond your control. When a majority of our members in a location aren't making quota then the problem is bigger than what they are or aren't doing.

The only tool we have at this time to call attention to the problem is the grievance process. We need to grieve every instance of our members being placed in the SAM process and push them up the ladder as quickly as possible.

In making site visits recently I discovered that a lot of our members are in the SAM process and haven't called us. You need to grieve these whether you are being put on a counseling notice or a final written warning. We don't know of anyone that has been terminated as a result of SAM but it is an option that the company has.

Recently the company reduced the time spent on the different stages of SAM and we believe it was a result of grievances filed both here and in District 1. We need to keep pressing the issue to try and get them to realize they need to fix the quota problems that exist.

It's up to YOU. If you don't stand up for yourself and take the first step, who will?

AFL-CIO Night at Camden Yards Friday, June 23 at 7:05 PM Baltimore Orioles Vs. Washington Nationals Tickets Only \$5.00!

Call the local office to reserve your tickets. Deadline for tickets and payment is June 9

Fireworks after the game.

Exercise Your Rights

by Denise Burns

Attention Cingular and Verizon members- know your rights in the work place. Understand that you have the right for representation in an investigatory meeting. These are called Weingarten Rights. Employees have Weingarten rights only during investigatory interviews.

An investigatory interview occurs when a supervisor questions an employee to obtain information which could be used as a basis for discipline or asks an employee to defend his or her conduct.

If an employee has a reasonable belief that discipline or other adverse consequences may result from what he or she says, the employee has the right to request union representation. Management is not required to inform the employee of his/her Weingarten rights; it is the employee's responsibility to know and request.

When the employee makes the request for a union representative to be present management has three options:

- (1) they can stop questioning until the representative arrives, (2) they can call off the interview or,

(3) they can tell the employee that they will call off the interview unless the employee voluntarily gives up his/her rights to a union representative (an option the employee should always refuse.)

Employers will often assert that the only role of a union representative in an investigatory interview is to observe the discussion. The Supreme Court, however, clearly acknowledges a representative's right to assist and counsel workers during the interview.

The Supreme Court has also ruled that during an investigatory interview management must inform the union representative of the subject of the interrogation. The representative must also be allowed to speak privately with the employee before the interview. During the questioning, the (See Rights page 3)

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Morning Meetings @ Cingular

Most of our members in the Stores are required to attend weekly sales meetings, formerly the Friday morning meetings.

If you are required to attend these meetings you are supposed to be getting paid. It is up to you to put the time on your time sheet. If you are reporting to the meeting and are not starting work directly after, you should be getting mileage as well.

If you are using your personal car to travel to a temporary assignment and the time spent traveling before reporting and after release from duty exceeds 30 minutes the time will be paid as work time.

Any time spent in local travel at the direction of the company after reporting for duty and before release from duty shall be treated as work time and you are supposed to be paid for mileage as well.

Article 20 of the contract covers travel time. If you need guidance call the Local office.

Broadband Rumors (and others)

by Ray Pomeroy

As Verizon is continuing it's FTTP/FiOs project and expanding into Video they apparently can't keep up with the demand and are starting to farm out the work and violate the contract.

We know they are training contractors to do video and that is being grieved on the VCSI side. The contract allows VCSI to do video work and the company claims that they are contracting it out. Any specific information that we can get on contractors doing our work needs to be turned over to your Steward. If you hear any rumor you should take it to your Steward or an Officer rather than spreading it around. We will investigate and take action when it is required.

We also have an executive level grievance on the FTTP side because we have found that contractors are handling fiber work that clearly belongs to our members.

It's Your contract, help us police it.

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President's Point of View.....

Denise Burns

When YOU need to file a grievance, make sure you remember the time limits. Cingular and Verizon contracts give us 30 days from the date of occurrence to present a grievance. If you have a question on what the occurrence date is, ask a steward or an officer. Don't wait until the last day. It doesn't give the steward a fair chance at investigating before having to present the grievance.

When you fill out a statement of occurrence (download from our website under forms or get one from your Steward) make sure you put the facts as they happened, who, what, where, when and why apply. Also, state what remedy you would like. The company doesn't see this statement. Your statement must be completely filled out. It has spaces for both your home and work address, we need both, as well as your contact numbers. These are very important because we may not have the most updated information and we may need to contact you about the grievance.

Both contracts have a section on grievance procedures, Article 7 in the Cingular contract and Article 12 in the Verizon contract. If you have questions about the procedure those articles should answer them.

For issues affecting the bargaining unit, usually an Executive Level grievance is filed by the District. Just this year District 2 has filed executive level grievances on Contract Labor-Broadband Network, EISP benefits, IME process, and Contract Labor-VCSI.

You are the eyes and ears in the work place for the stewards, officers and the District. If you hear of something happening that you think is wrong-you should let the Local know. When you give us information we need as much specific data as you can get.

It takes all of us to police the contract and to hold these companies accountable. Together, we do make a difference.

"Alone we're nothing, together we're everything-it's the whole philosophy of Labor"
Leon Davis

Mothers Day from Union Plus (unionplus.org)

Flowers make the perfect gift for birthdays, holidays, celebrations and tokens of sympathy. The Union Plus Flower Service offers a variety of flowers and plants at union-members-only prices. Choose roses, centerpieces, bouquets, flowers with balloons and baskets and more. Union members can order discounted flowers online or by phone and have them delivered anywhere in the world, satisfaction guaranteed.

- 15% discount per order
- Unconditional 100% satisfaction guarantee
- Additional savings for online orders (\$1.00 off service and transmission fee)
- Wide selection of expertly designed flower arrangements, green and blooming plants and wreaths
- Same-day delivery service (if ordered before noon in recipient's time zone)

CWA to Sue Verizon for Using Logo on Non-Union Apparel

from Unity@Verizon

CWA will file suit in the Eastern District Court of Pennsylvania, protesting Verizon's unauthorized use of the CWA logo — a registered trademark — on apparel made by non-union and offshore manufacturers and distributed to CWA members by the company, District 13 Vice President Jim Short announced.

"The company fails to realize how strongly our members feel and how important the CWA logo is to us," Short said. "Members have died on the picket lines fighting for justice while wearing the CWA logo. To place our logo on non-union apparel and apparel manufactured outside the United States is unacceptable and cannot be tolerated.

Verizon's actions have tarnished CWA's reputation and image."

Before filing suit, CWA requested that Verizon retrieve and destroy all of the apparel distributed throughout Pennsylvania and Delaware and provide lists of members who received it. Also, the union requested that a directive be sent to all company management instructing them that use of the logo must be approved by the District 13 vice president. For more than two months, the company ignored certified letters sent by CWA to the apparel firm it hired and to the Verizon managers responsible for distribution of some of the items, Short said.

Local Committees Need Volunteers

With so much going on in everyday life we know it is tough to volunteer but we need your help. Can you give an hour or two a month to join a committee?

Below you can see what our committees are all about. Call the local to get more information or to volunteer. We need you!

Election – This committee conducts all Local nominations, elections, and referendums in accordance with the CWA Constitution, By-laws, and federal law.

Newsletter – this committee assists the Local editor in gathering news. Members of this committee and stewards are in position to keep the editor informed of events in the workplace.

Mobilization – this committee is responsible for developing and carrying out mobilization activities. It assists the many other committees in distributing information. This committee should have enough people to have a

10 to 1 ratio in the workplace. Mobilization should be on going not just when something happens. This committee shows the company how strong or weak we are in the workplace. Mobilization is a network for keeping people informed.

Safety and Health – this committee makes sure the employer is complying with its legal responsibility to provide a place of employment which is free from recognized hazards.

Organizing – this committee should address internal and external (new unit) organizing. The committee identifies and follows up on leads.

Legislation/Politics – this committee works to advance the interest of the union and its members in the legislative field, making sure members are registered and involve them in campaigns of local candidates who care about working families. This committee should promote getting out the vote on Elec-

tion Day. They also lobby politicians on CWA issues. They promote the collection of COPE dollars.

Community Services – this committee helps to develop programs to involve the union in the community and to join in coalitions with other organizations in support of worthwhile causes. They are involved in programs aimed to help the less fortunate, participate in blood drives, raise funds to support the programs and play an important role during strikes.

Entertainment- this committee puts together social events for members.

Budget – this committee presents a budget to the local executive board and members each fiscal year.

Roberta B Mervine Scholarship-this committee helps raise money so that we may give two \$1000 scholarships out per year.

Boring Meetings No More!

No more boring meetings? We have made adjustments to the membership meetings so that more time is available to discuss local issues.

While we will still conduct official business it should be more interesting to those that want to talk about work place issues. Check it out. Our next meetings are May 1 and May 2, north and south respectively. See back page for time and place.

**Cavalier Bargaining line
866 900-2107**

The Proxies Are Coming!

Verizon's proxy statements are on the way. (If you receive your proxy electronically, it may already be available.)

We recommend votes FOR resolutions 3 through 9.

Retirees Corner

The next meeting is May 8 at 10 AM. 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.

Workers Comp and Callouts

In Maryland, until recently, in order for Workers Compensation to cover an injury, you basically had to slip, trip or fall to sustain the injury. That was peculiar to Maryland and was overturned a year or two ago.

No one at the local is a workers compensation expert but we can refer you to a workers compensation lawyer if you don't have someone in mind already. If you approach a Union representative about a compensation issue we will refer you to a comp lawyer. The issues are far to complicated for anyone but an expert to navigate successfully.

What might be covered that you wouldn't ordinarily consider though might be if you are injured as a result of a motor vehicle collision on the job. This would include, in the case of a Verizon employee, being injured on the way to or from an emergency callout while in your personal vehicle. If you respond to an emergency callout you are on the job from when you take the call until you return to your residence (unless your shift starts before you return home).

According to Art 27 Sec 10 of the contract, if you are involved in a motor vehicle accident during that period, in your personal car, the company will reimburse you up to \$250 for the cost of repairs that aren't covered by another source. Basically up to \$250 of your deductible. The vehicle must be covered by liability and property damage insurance.

(Rights from page 1)

representative can interrupt to clarify a question or to object to confusing or intimidating tactics.

While the interview is in progress the representative can not tell the employee what to say but he may advise them on how to answer a question. At the end of the interview the union representative can add information to support the employee's case.

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Sympathies to:

Sandy Burch on the death of her brother-in-law
Rusty Fowler on the death of his father-in-law
Sue Kolbe on the death of her brother-in-law
Henry Pilgrim on the death of his father

Congratulations to:

Randy Chandler on the birth of his son

Get Well to:

Robin Coiro
Scott Crosby
Joan Smith

Cavalier Bargaining and Organizing

Local 2107's Organizer, Lynette Snell, will be assisting Local 2201's new organizer in the Cavalier campaign in Richmond. She may eventually travel there to give them some help on the ground.

Our members have been waiting over a year for a contract and we hope that by getting the larger unit organized it will force the company to take us seriously at the bargaining table.

We are still waiting for Jeff Snyder, Cavalier Vice President to respond to our request for meeting dates.

Dates to Remember

Membership meetings

05-01	Northern Area (Local Office)	630 PM
05-02	Southern Area (United Way La Plata)	630 PM

Other Meetings

04-25	Executive Board Meeting	2 PM
05-08	Retiree Meeting 10AM	
05-15	MD State Council Meeting	1030AM
	Metro Wash Council Meeting	630 PM
05-17	ACFC meeting	
05-18	Baltimore Metro Council Board & Member ship meeting	5 PM & 7 PM

Other

05-10	Mothers Day
05-17	Blood Drive Riva Rd

Union Plus Legal Service

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

Scholarship Fund Raiser

The deadline for the Roberta B. Mervine Scholarship is May 31. A fundraiser is scheduled for May 20, from 7 pm to 9 pm at Annapolis Bowl on Generals Hwy. It's \$10 for the games and shoes or if your donations total over \$100 we will pay for you. Please join us to raise money for this worthwhile cause. It could benefit your child one day. Call the local office for details and/or forms.

«FirstName» «LastName» «Suffix»
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