



Maryland State and District of Columbia AFL-CIO Endorsed Candidates in Primary Election

*Seats not shown indicate no endorsement

Governor: Martin O'Malley
Attorney General: Thomas Perez
State Comptroller: Peter Franchot

U. S. Congress
Senate: Ben Cardin

House of Representatives

1st District: Jim Corwin
2nd District: Dutch Ruppersberger
3rd District: No Recommendation

(The CWA MD State Council has endorsed John Sarbanes for this seat)

4th District: Albert Wynn
5th District: Steny Hoyer
6th District: Andrew Duck
7th District: Elijah Cummings
8th District: Chris Van Hollen

MARYLAND STATE LEGISLATURE

District 1

Delegate: 1A - Brenda Butcher
1C - Fred Hill

District 2

Delegate: 2C - John Donoghue

District 3

Senate: Candy Greenway
Delegate: 3A - Galen Clagett
3A - Sue Hecht

District 4

Delegate: 4A - Maggi Hays
4B - Timothy Schlauch

District 5

No Endorsements

Disstrict 6

Senate: Norman R. Stone, Jr.
Delegate: Joseph "Sonny" Minnick
John Olszewski, Jr.
Mike Weir, Jr.

District 7

Senate: Patricia A. Foerster
Delegate: James Ward Morrow
Jim Stavropoulos, Jr.
Jack Sturgill

District 8

Senate: Katherine Klausmeier
Delegate: Alec Frick
Todd Schuler

District 9

(see Endorsements on page 5)

Is your Job Worth Your Eyes?

by Ray Pomeroy

If you have not been tested according to the following guidelines then you should not be working on energized FTTP cable between the CO and the FDH. This includes OPT's, the guidelines clearly say "employee" not just splicer. If you are told you must do this work and have not been tested call a steward or officer immediately. In addition the company claims to have implemented administrative controls and safety guidelines that would preclude them from buying protective eye-wear. If you have not had training that addresses the issue please contact a steward or officer so that we may follow up.

From the company:

Pursuant to the ANSI Standard for "Safe Use of Optical Fiber Communication Systems Utilizing Laser Diode and LED sources" (ANSI Z136.2 - 1997) the Company will be implementing a medical surveillance program for employees assigned to work on energized Class 3b category Laser Systems (+7 dBm to +27 dBm power range). According to this ANSI Standard, the purpose of this medical surveillance program is:

Section 6.1 Purpose. -

- 1. To establish a baseline of ocular conditions against which any suspected damage can be measured in the event of accidental exposure to OFCS emission.
2. To detect and document possible ocular damage as soon as possible.

Employees subject to this Standard, which includes a baseline eye exam, are those employees who are assigned to work on energized Class 3b cable which is located from a Central Office (CO) to the Fiber Distribution Hub (FDH). The Optical power level encountered on Verizon's FTTP system between the CO and the FDH could range up to +20 dBm, which is primarily associated with the video signal transmitted at 1550 nm (nanometer). At the FDH the optical signal goes through a passive optical splitter which splits the signal into multiple ports and distributed through fiber feeds to the homes, thereby reducing the optical power levels. Employees assigned to work from the FDH to the home are not subject to this baseline eye exam because of the lower optical power levels. In addition, to the extent there are employees who are assigned to work exclusively on non-energized (dark) Class 3b cable, these employees would not be subject to this Standard and the baseline eye exam requirement.

Furthermore, consistent with this ANSI Standard, the Company has implemented administrative controls and safety guidelines which are designed to eliminate potential exposure in excess of applicable maximum permissible exposure (MPE). Therefore, eye protection devices which are specifically designed for protection against the optical energy from a Class 3b cable are not required.

The Most Recent Overtime Grievance Against Verizon

CWA District 2 is presenting an Executive Level Grievance. The grievance concerns Verizon lifting the overtime caps on July 7th, 2006. The company is in violation of the General Agreement. Verizon has violated the "LOU" on Overtime Administration page 159 & 160 and the "LOU" on Limitations on Mandatory Overtime page 161 of the agreement. It is the opinion of CWA that Verizon had no right to lift the overtime caps on July 7th, 2006.

As we both know, a high trouble load does not give Verizon the right to remove the overtime caps. The company has claimed a "long term service difficulty". A high trouble load does not equate to a long

term service difficulty.

The Union has been frustrated at best during this period. The remedy requested by the union is that Verizon adhere to the collective bargaining agreement on the overtime administration and not lift the overtime caps at will. Additionally, the union is requesting 2 additional days off with pay for every member that has been impacted as a result of the company lifting the overtime caps.

The company's behavior in lifting the overtime caps has showed little respect for the members and their families. This will not be tolerated. I would like to set a date as soon as possible to resolve the issue at hand.

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LOCAL 2107 NEWS

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Vice President South-James Padgett
Vice President North-Jeff Savin
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President's Point of View.....

Denise Burns

This edition of our newsletter has information about the CWA Triangle; Representation, Organizing and Community/Political Action.

Local 2107 is involved in all areas of the triangle. The three sides are "mutually dependent and equally vital to our members' bargaining power and our effectiveness as a union".

As companies merge and grow so does our Union. To be strong we must engage our communities, our legislators and our members. Together, we will not only be successful in growing the Union but, also, in igniting a change in our economy and our country.

If only history would repeat itself with respect to the strength of unions. Of course, our tactics and strategies have to be different today than they were a hundred years ago. One thing that remains the same is it will take a majority or all of us to make a difference. That goes for voting, mobilizing, bargaining, and just day-to-day issues.

One strategy that CWA will be using is establishing the Strategic Industry Fund (SIF). We will be able to run offense, not just defense. We will be able to educate our members, the public and our legislators on the corporate campaigns to weaken our bargaining power and eliminate our jobs. SIF will be a weapon to use to offensively strengthen our clout and protect our jobs in the continuing assault on us.

The theme to the triangle keeps coming back to one main point. We can't do it alone. We need members to step up and participate. We need to talk to our neighbors and legislators. We need to be educated on the "real" issues. All issues are important to someone but if we

don't have our jobs it won't seem so significant that a schedule was done incorrectly. The triangle also takes in the big picture. Look beyond your personal work space. Keep up with what the companies tell us. Read between the lines.

Come to union meetings, volunteer to be a mobilizer. Meeting flyers are posted on the bulletin boards in some work locations and in the newsletter. At our last meeting it was said that the officers haven't been to work sites for visits. We will do better. It may only be one or two of us but we will be out to see you.

Once again we are asking that you get involved, no matter what degree of involvement. We need more stewards, mobilizers, and committee members.

"The trade unions are the legitimate outgrowth of modern society and industrial conditions. They were born of the necessity of workers to protect and defend themselves from encroachment, injustice and wrong. ... To protect the workers in their inalienable rights to a higher and better life; to protect them, not only as equals before the law, but also in their health, their homes, their fire-sides, their liberties as men, as workers, and as citizens; to overcome and conquer prejudices and antagonism; to secure to them the fight to life; the right to be full sharers in the abundance which is the result of their brain and brawn, and the civilization of which they are the founders and the mainstay; to this the workers are entitled. ... The attainment of these is the glorious mission of the trade unions."

Samuel Gompers, speech, 1898

What's going on at Cingular?

by Denise Burns

Along with all the SPR and termination grievances we've had, we've been dealing with scheduling problems, not asking people to volunteer for overtime, staffing issues, pay issues, chair issues, and only one person opening and closing stores. Of course, we still have the issue of some favoritism, some harassment and other things.

We can work with most of the management without backlash to the employees. However, I am being told that some management doesn't like CWA being involved. Not only

do they talk about it to some employees but they will ride the employee that brings CWA in harder than others. To all of you that this is happening to please report it to us right away. That is against the National Labor Relations Act Section 8 (a) (3) which states; *aimed at preventing employer retaliation, such as blacklisting, discharging union supporters, or making discriminatory pay cuts. It prohibits "discrimination to encourage or discourage membership in a labor organization."*

(Cingular on page 4)

These Three Articles Are Relative to The Sides of The CWA Triangle Where They Are Arranged

We Need to Grow

by Denise Burns

Our local is in the process of developing an organizing plan. To combat the shrinking of Union jobs we **must** organize. CWA is a diverse Union. We have members in a lot of different industries. Airlines, Law Enforcement, Healthcare, Manufacturing, Newspaper, Printing, and Broadcast employees and technicians are just a few in CWA.

Verizon Wireless will undoubtedly be a project we will work on until we get them unionized. Even though our local represents workers in telecommunications industry only, we can organize other types of jobs.

Every so often we receive calls from people that want to organize. We give the contact information to our organizer and she does the rest. If you or anyone you know has someone that is interested in organizing please give us their information and we will follow up.

Once again it will take all of us to "grow" the Union. When Unions are strong, the economy is

strong. If you know anything about Labor's history you know that some of the many laws that exist today exist because Unions fought hard for them. People fought and died for causes when the Labor movement got started. Don't let their deaths be in vain by sitting idly by and watch Unions disappear. You don't have to put your life on the line but a little commitment to grow the Union will go a long way.

Some of the things that Unions brought you: The Davis-Bacon Act-*prevailing wage law*; Fair Labor Standards Act-*minimum wage, overtime pay, child labor, non-scheduled overtime*; Civil Rights Act-*Discrimination-race, color, gender, nationality or religion*; Age Discrimination; The National Labor Relations Act-guarantees *organizing and bargaining rights; Weekends*; Occupational Safety and Health Act; Equal Pay Act; and many more.



Involvement

by Denise Burns

I know that some of you don't like the fact that CWA is involved in politics but it is necessary to protect our contracts and our interests.

There are many arguments about politics and each person has their own views. What we try to do in our local is make sure you know who in politics is going to be with us on issues. In this edition you will see the endorsements from the AFL-CIO. Please review them and then go to the websites of the candidates to read up on their positions.

The endorsement process is something that is not taken lightly. All the candidates who

we endorsed were either interviewed or answered a questionnaire from the AFL-CIO. Sometimes it is difficult at best to decide who will be the best candidate. If an incumbent voted against the "fair share health care" bill they were not endorsed even if they were good at voting our way in the past.

August 22 is the last day to register to be able to vote in the Primary election on September 12. The General election is November 7.

This 2006 election is critical to our survival. Please get out and vote. It is an important part of our responsibility as citizens. Perhaps you can volunteer to work for a candidate or work at the polls. This year is Maryland's first for "early voting". You can find the locations, dates and times at <http://www.elections.state.md.us/>.

CWA is involved in our communities, if you know someone that wants to vote but is not able to get there make arrangements for them or take them. You are entitled to a say.....VOTE!

Where will you end up?

by Denise Burns

In the many meetings I have attended lately the topic of discussion has been our future at Verizon. I would like to say that I have a positive attitude and we will prevail. But I am very concerned about where we are heading. The reason I am fearful is the notable lack of concern from our members. You should be notably concerned. We are talking about our futures, our jobs, our livelihoods, our bread and butter.

I know there are many issues out in the workplaces. There are some greater than others, some that are ongoing and some that are just gripes and personality conflicts. While we deal with the day-to-day issues we also have to look to what is coming at us in

the future. Look at the big picture!

Don't wait until two months before the contract to realize that we are in trouble. Verizon is aggressively trying to remove the Union from the workplace. They want to shrink us so that we will not have any bargaining strength left in 2008 when our contract expires.

We know that they are taking our work from what was Enterprise (Large Business) now Verizon Partner Solutions and moving it over to Verizon Business (MCI). We know that they have contractors in India doing engineering work and answering DSL calls. If you call with an internal computer problem to the "Help Desk" you get India. If you use the web or call from an advertisement that

is sent to you or seen on TV, most likely you reach a contractor. You can go to some Wal-Mart's and Best Buy's to buy DSL service. There are a few kiosks in being set up in malls that are going to give out information on FIOS. How long before we have contractors selling it from there? Verizon is now installing pre-connected fiber. MDU work is being contracted out.

Verizon is going all out to give our work away. Maybe you feel that the "Union" will handle it. That means since we are all the "Union" that you need to step up to the plate.

Your first task is very easy. Keep your eyes and ears open. Let us know when you hear things such as work moving, lo-

cations changing, or see things such as contractors doing our work. Get all the information you can. Maybe it's even a simple as a policy change that affects your working conditions. If you know someone that works in Verizon Business give us their contact information. Be proactive. We need everyone to do what they can to help us prevent this company from taking our jobs.

Second-mobilize! Show some unity in the workplace. Wear RED on Thursdays. How easy is that? We will be handing out flyers as one mobilization activity. There will be other mobilization activities as the months go on. Can you volunteer to be a mobilizer? It doesn't take much of your time and it will pay off in the long run.

(Cingular from page 1)

In addition it is a violation of Article 15, paragraph 1 (Non-Discrimination) which states; *The Company and the Union agree that they will not discriminate against any employee covered by this Agreement because of such employee's race, color, religion, sex, age, national origin, marital status, sexual orientation, or because of his/her activities on behalf of the Union, or because the person is disabled, a disabled veteran, or veteran of the Vietnam Era, or other protected classifications recognized by Federal or applicable state/local law. Nothing in this Agreement shall be applied or interpreted to re-*

strict the Company from taking such action as it deems necessary to fully comply with any federal, state or local laws, statutes, ordinances, rules, regulations and executive orders. The arbitration provisions of this Agreement shall not apply to any such actions or to any complaints, allegations, or charges of unlawful discrimination.

Add to that Article 17, Section 1 (Company-Union Relationship) which states; *The Company and the Union recognize that it is in the best interests of parties, the employees, and the public that all dealings between them continue to be characterized by mutual responsibility and respect. To*

ensure that this relationship continues and improves, the Company and the Union and their respective representatives at all levels will apply the terms of this Agreement fairly in accord with its intent and meaning and consistent with the Union's status as exclusive bargaining representative of all employees in the Bargaining Unit. Each party shall bring to the attention of all employees in the Bargaining Unit their purpose to conduct themselves in a spirit of responsibility and respect and the measures they have agreed upon to ensure adherence to this purpose.

It is our job, yours, the officers and steward's, to make sure man-

agement is not breaking laws or violating the contract. Most managers are willing to listen and will work with us. So far I have only met a few that give us lip service and don't correct what is wrong.

We have been getting more participation from the members and it is bringing a lot of things to our attention. If we keep working together perhaps we can correct the wrongs and have a better working atmosphere. Please don't wait until you are being disciplined to bring up issues that you know are going on. It just looks like you are retaliating because you are in trouble.

Campaign Underway to Block Verizon Sale in Maine, Vermont and New Hampshire

from the National

CWA and the IBEW, with the support of state and local AFL-CIOs, are engaged in a massive campaign to block Verizon's plan to sell 1.6 million local access lines in Vermont, Maine and New Hampshire.

Prevent Rural Telecom Redlining, Protect the New England Economy, Defend 3,000 Good Union Jobs -- that's the message that union members are taking to the public throughout the three states.

The sale would adversely affect some 2,700 IBEW members who work as technicians, clerks, operators and service reps and 350 CWA members employed as service reps throughout the three states. Estimated by the Wall Street Journal to be worth as much as \$3 billion, the sale would shrink the Maine-to-Virginia area where Verizon now provides landline telephone service and reduce the unions' bargaining power.

For customers, it's also bad news, said Cheryl Ahern, president of Local 1400. "Verizon would abandon its telephone customers in these rural states to smaller companies that do not have the assets to maintain the network or

provide the same level of service -- just dump them and stick with the more densely populated and more profitable states. Some of these customers would never get the same level of service again."

About 75 union leaders met to put together the campaign shortly after learning of Verizon's plans in mid-May. "As in the 2004 New York 'Stop the Sale' campaign, our goal is to pursue every available legal, political and contractual avenue to protect our members affected by the dismembering of Verizon in New England," said District 1 Vice President Chris Shelton.

Members of the two unions marched in July 4 parades in all three states to call attention to the proposed sale, Ahern said. Local 1400 Treasurer Sarah Rotcovich and Vice President Karen Cusson coordinated a phone bank in New Hampshire, alerting members of other unions. CWA and IBEW activists held a town hall meeting in Hooksett, N.H., where members expressed their concerns to former Democratic Senate Leader Tom Daschle and New Hampshire State House Leader Jim Craig.

Along with IBEW and other union activists, CWA Local 1400 District Vice Presidents Mike O'Day in Vermont and Ann Musenden in Maine met with governors, lawmakers and legislative staffers, asking them to contact Verizon CEO Ivan Seidenberg and express their concerns about the planned sale. Several of these public officials have already done so, including Maine Gov. John Baldacci and Reps. Tom Allen and Michael Michaud, as well as Vermont U.S. Sens. Patrick Leahy and James Jeffords and Rep. Bernie Sanders.

"It has been explained to me that this offer for sale represents abandonment from Verizon's commitment to provide reliable service to rural areas such as those in Maine. Such an action would not square with the responsibilities reasonably expected of a provider of telephone service," Governor Baldacci wrote.

"Any sale would be reviewed by the Maine Public Utilities Commission and other regulatory bodies at the state and federal level," Allen wrote. "Verizon management should organize a meeting with representatives of IBEW and CWA on the potential

impact on wages, benefits and working conditions of the hundreds of employees that would be involved," he said.

Plans to ramp up the campaign include Jobs with Justice Workers' Rights Board hearings in all three states, meetings with the state public service commissions, continuing workplace education and mobilization, and letter-writing by concerned union members.

Send your own message to :
Ivan Seidenberg
Chief Executive Officer
Verizon Communications
140 West Street
New York, NY. 10036.

Summer fun - that won't break your budget

unionplus.org

It's not too late to take advantage of summer discounts - including theme park and entertainment deals - available through the Union Plus Travel Center at:

UnionPlusTravel.com.

Finish off your summer with all kinds of entertainment discounts and worldwide travel savings.

(Endorsements from page 1)

Senate: Rich Corkran
Delegate: 9A -David L. Osmundson
 9B -Anita Lombardi Riley

District 10
Senate: Delores G. Kelley
Delegate: Emmett C. Burns, Jr.
 Adrienne A. Jones
 Shirley Nathan-Pulliam

District 11
Senate: Bobby Zirkin
Delegate: Jon S. Cardin
 Dan K. Morhaim
 Dana Stein

District 12
Senate: Edward J. Kasemeyer
Delegate: 12A- James E. Malone, Jr.
 12B -Elizabeth Bobo

District 13
Senate: James N. Robey
Delegate: Shane Pendergrass
 Neil Quinter
 Frank S. Turner

District 14
Delegate: Herman Taylor
 Anne Kaiser
 Karen Montgomery

District 15
Senate: Rob Garagiola
Delegate: Kathleen Dumais
 Brian Feldman
 Jean Cryor

District 16
Senate: Brian Frosh
Delegate: Bill Bronrott
 Susan Lee
 Marilyn Goldwater

District 17
Senate: Jennie Forehand
Delegate: Kumar Barve
 Elbridge James
 Lou Simmons

District 18
Senate: Rich Madaleno
Delegate: Jane Lawton
 Ana Sol Gutierrez

District 19
Delegate: Hank Heller
 Tom DeGonia
 Roger Manno

District 20
Senate: Ida Ruben
Delegate: Sheila Hixson
 Gareth Murray

District 21
Senate: John Giannetti
Delegate: Barbara Frush
 Brian Moe
 Ben Barnes

District 22

Senate: Paul Pinsky
Delegate: Tawanna Gaines
 Justin Ross
 Anne Healey

District 23
Senate: Douglas Peters
Delegate: 23A - Mary Conroy
 James Hubbard
 23B - Marvin Holmes

District 24
Senate: Nathaniel Exum
Delegate: Carolyn Howard
 Michael Vaughn
 Joanne Benson

District 25
Senate: Ulysses Currie
Delegate: Shirley Thompson
 Dereck Davis
 Melony Griffith

District 26
Delegate: Veronica Turner
 Darryl Kelley
 Chris Valdoroma

District 27
Delegate: 27A - Joe Vallario
 James Proctor
 27B - Sue Kullen

District 28
Senate: Thomas "Mike" Middleton
Delegate: Peter Murphy

District 29
Senate: Roy Dyson
Delegate: 29B - John Bohanan

District 30
Delegate: Michael E. Busch
 Virginia P. Clagett
 Barbara Samorajczyk

District 31
Delegate: Thomas Fleckenstein
 Craig A. Reynolds

District 32
Delegate: Pamela Beidle
 Mary Ann Love

District 33
Senate: Scott Hymes
Delegate: 33A -Torrey Jacobsen
 Patricia Weathersbee

District 34
Delegate: 34A - Daniel B. Riley
 34B - David D. Rudolph

District 35
Delegate: 35A - Craig H. DeRan
 35B - David Carey

District 36
Senate: Harry Sampson
Delegate: Randall Bellows
 Mark Guns
 Joanne Benson

District 37
Senate: Hilary Spence

Delegate: 37A - Rudy Cane
 37B - Tim Quinn

District 38
Delegate: 38A - Patrick Armstrong
 38B - Norman Conway
 Jim Mathias

District 39
Delegate: Charles Barkley
 Nancy King
 Joan Stern

District 40
Senate: Salima Siler Marriott
Delegate: Marshall Toby Goodwin
 Antonio L. Hayes
 Shawn Z. Tarrant

District 41
Senate: Lisa Gladden
Delegate: Jill Carter
 Nathaniel T. Oaks
 S.I. "Sandy" Rosenberg

District 42
Senate: Jim Brochin
Delegate: Andrew Belt
 Stephen W. Lafferty
 Tracy Miller

District 43
Senate: Joan Carter Conway
Delegate: Curt Anderson
 Ann Marie Doory
 Maggie McIntosh

District 44
Senate: Verna Jones
Delegate: Keith E. Haynes
 Ruth M. Kirk
 Jeffrey A. Paige

District 45
Senate: Nathaniel J McFadden
Delegate: Talmadge Branch
 Cheryl D. Glenn
 Hattie N. Harrison

District 46
Senate: George W. Della
Delegate: Peter A. Hammen
 Carolyn Krysiak
 Brian K. McHale

District 47
Senate: Gwendolyn Britt
Delegate: Doyle Niemann
 Victor Ramirez

Retirees Corner

The next meeting is September 11 at 10AM. 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.

Get Well to:

Carla Queen
Steve Dolce recovering from surgery
Harry Labonte recovering from surgery

Sympathies to:

Shirley Milton on the death of her stepson.
Kim Montgomery on the death of her father-in-law.

Congratulations to:

Abraham Samuels on his wedding

ACFC reminder—Please don't forget to go to ACFCcares.com to order your FREE "Raising Healthy Eaters" books and/or the Family Fitness Folder.

Discounts

Six Flags America—We now have Buy one, Get one free passes available at the Hall for any day through 10/29/06.

Dates to Remember

Membership meetings

09-11 Combined North/South in Annapolis
6:30 pm

Other Meetings

08-22	Executive Board Meeting	9:00 am
	Steward Meeting	6:30 pm
08-29	Hoover Meeting	1:00 pm
09-08	President's meeting	10:00 am
09-20	MD St Council Meeting	10:30 am

Other

08-23 thru 08-31 Voter Registration
09-12 Primary Election Day

Cavalier Bargaining line 866 900-2107

We are still waiting for the Company to bargain with us. They have given us a date of September 6. We will let you know if they follow through.

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