



at&t, New Name Same Game

by Denise Burns

at&t members please learn your rights where they apply to talking with anyone in management, supervisors included. They may act like your friends but in the end they are still the boss. If it comes to discipline they will do what they are told. You should always ask for union representation in any meeting that you think could lead to discipline. This includes phone conversations.

We are getting a lot of information about things that are going on in stores but unfortunately we usually only hear about them when someone is being disciplined. When someone's in trouble it's already too late. If you know something is going on in a store call one of the stewards or the local office. Don't wait!

If you are not clear on something you are being told to do please ask your RSM for clarification. Don't leave anything to chance. Some things I have seen from the company are very vague and then someone ends up getting terminated.

A good way to communicate with your managers is by email. That leaves a trail should there ever be a question. If you are going to an off site event, find out what you should do in case something comes up and you are either going to be late or can't make it. Does anyone know what that policy is? Is there a policy?

You are ultimately responsible for doing your job but at some point the AM and RSM have to take responsibility too. I don't see a lot of that. What I see happening is management trapping you. Instead of correcting you when they see you doing something wrong, they wait until you have completed the task and turn it in. Some cases lead to termination. I do not see any management assistance, instruction or training being given to help someone.

Please make sure you understand there is no suspension policy at at&t. Major infractions almost always lead to termination. When that happens, it can take months to get through the grievance process and years to go to arbitration.

Also, please let us know of any new policies

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VCSI Triple Play "Trial"

by Ray Pomeroy

The company is having VCSI do FiOS triple plays in Maryland and calling it a trial. We are calling it a contract violation. They are also bringing VCSI employees in from Delaware and Pennsylvania to do FiOS triple plays.

Before you read further, remember the VCSI technicians are your union brothers and they are not stealing your work. Verizon is stealing it and sending it over to them. They're just doing what they're told to do. Be angry at the right people.

VCSI employees by the contract can do video work as well as telephone work beyond the NID, they cannot do broadband. If

you see a VCSI tech doing your work get all the information you can and file a grievance.

In addition we hear that Verizon is also having VCSI techs do copper work from the SAI to the home. This is also a violation and should be grieved immediately if you find it happening. The same rules apply, as talking to contractors, when you talk to these guys: be nice, get all the info you can and remember it's the company that's doing this, not the guys you run into on the street.

This goes right along with the June 2007 article "It's Our Work, Are We Going to Keep it?". You can find it on the web.

For more info see Exhibit V in your contract.

Electrical Hazards, Looking Up to Live Isn't Always Enough

by Ray Pomeroy

The time for summer thunderstorms is here and the predictions are for a busy hurricane season in 2007.

It's not unusual for us to find down power lines as a result of falling trees, auto accidents and high winds during the summer storm season. Or for that matter during and after heavy snows and nor'easters.

Do you know what to do when you find power lines down on the job?

All outside technicians should know and follow the correct procedures, however we understand that in some cases management has instructed technicians to put a cone down and proceed to their next job.

Down power should not be left unguarded under any circumstances! If you are told to do so contact a steward or officer immediately.

If you find a power line down you first make the area safe, meaning you put out cones and or tape the area off to keep the public a safe distance from the area. This should be done so that children, or other persons of limited ability to understand the danger created by the downed line, can be kept away. You then call the power company to report the line down and your supervisor to alert him or her

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Canadian Unions Hail Court Ruling on Bargaining Rights

from the National

In a landmark victory for Canadian workers, the country's Supreme Court ruled 6-1 last week that the right to collective bargaining is protected by the Charter of Rights, similar to the Bill of Rights in the United States.

"The right to bargain collectively with an employer enhances the human dignity, liberty and autonomy of workers by giving them the opportunity to influence the establishment of workplace rules and thereby gain some control over a major aspect of their lives, namely their work," wrote Chief Justice Beverley McLachlin and Justice

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Verizon Benefits Alert

When calling in to add a new baby to your medical plan don't forget to add them to your dental and vision plans. You currently aren't prompted to do it although we hear the company is working on a fix for the oversight.

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**President's Point of View.....**

*Denise Burns*

By now most people in the local know that Verizon is selling off 25 buildings and that Riva Road is one of them. What does that mean to our local?

According to our membership records we have almost 300 people at Riva Road. There are four officers that report to Riva Road. Our local records indicate we have 1112 dues payers. 366 of those are at&t. If Riva Road does close that means our local will go back to just a little over 800. A local with 800 people can run but the loss of the 300 will change our dues structure significantly.

The officers would of course put in for change of jurisdiction until their terms run out. But what happens to the local in 2008? The officers are concerned about it and have been discussing different options.

The most logical move would be to merge with an existing local. To merge with another local means both locals need to vote on the potential merger. The officers will be mindful of the time frame and proceed accordingly.

Since we aren't sure when a partial move or closure might take place we will operate as status quo. If anyone hears any information on moves, transfers, etc. please call the local and let us know.

*(Canada from page 1)*  
 Louis LeBel.

The ruling -- from a court with a generally conservative reputation -- came in a case involving a 2003 British Columbia law that allows health-care employers to break union contracts and eliminate job security provisions by replacing union workers with non-union contractors. Thousands of workers lost their jobs.

CWA and TNG-CWA represent more than 7,000 workers in Canada. TNG-Canada Director Arnold Amber said that while the ruling "doesn't affect many of our members, every Supreme Court judgment that moves the cause of labor forward is really, really important. This is a tremendous victory, a reaffirmation of the legitimacy and the importance of the labor movement in Canada."

CWA President Larry Cohen said the justices "took a legal and moral stand for workers that is a sharp contrast to countries like the United States where many corporations would like nothing more than for workers to have no rights at all."

My personal belief is that selling off buildings while gaining the company capital is another way Verizon is trying to further diminish the union. Take a look around. EISP after EISP has diminished the union workforce and they keep coming. Do you remember the last time they backfilled a person, or rather added someone to their head count? Sure they are moving people from place to place, keeping a steady churn, but we are still doing more with less and less. My guess is they hope a lot of people will decide not to move to the new locations and they will lose more people.

I have been with this company for a long time and, it is the first time, I have seen people leave that aren't retiring simply because they are afraid of where this company is heading. Or they are just tired of the lack of leadership and the mind boggling decision making that takes place now.

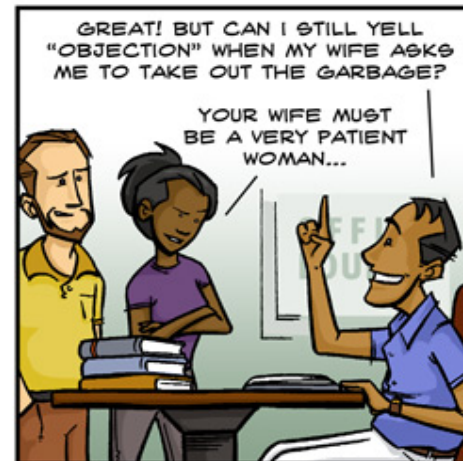
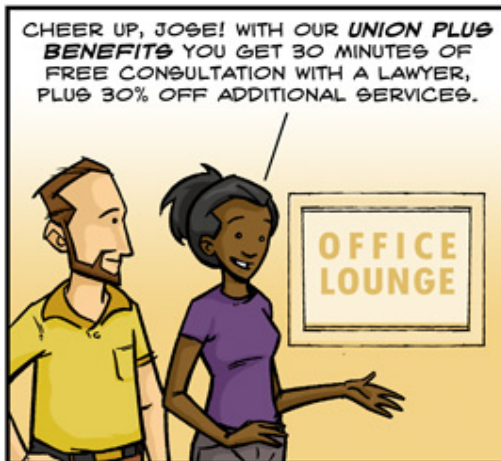
Since we know where the company wants the union (out) we need to stay strong and give them warning that they can't get rid of us that easily. Through our solidarity we will put up a hell of a fight.

*"Labor never quits. We never give up the fight-no matter how tough the odds, no matter how long it takes."* George Meany

The court suspended the effect of its decision for one year to give British Columbia time to pass acceptable legislation. Lawyers and union leaders said they don't know yet whether the court's decision will offer any recourse for the thousands of union members whose jobs were contracted as a result of the B.C. law.

**AFL-CIO Night at  
 RFK Stadium  
 Friday, July 20 at 7:05 PM  
 Washington Nationals  
 Vs.  
 Colorado Rockies  
 Tickets Only \$6.00!**

1\$ goes to help the Metro Wash Council's Community Service Agency.  
 Checks made payable and mailed to:  
**CSA**  
**888 16th St NW**  
**Washington, DC 20006**  
 Direct questions to Kmckkirch@dclabor.org



For a lawyer referral call 1-888-993-8886 or go to [www.UnionPlus.org/legal](http://www.UnionPlus.org/legal)

(discipline from page 1)

that the company is putting out. We are just finding out about the Non-Exempt Sales Attendance Policy. We are grieving the process itself but we also need individuals who get caught up in it to grieve it. A question I have regarding the point system is when are they telling you that you have accumulated points?

These are just some reasons why you should know your rights and be very aware of what is taking place in your store. I am sure there are many other issues out there that need to be addressed but we can't address them if we don't know about them.

If you need a statement of occurrence to file a grievance go to [cwa-2107.org](http://cwa-2107.org), then to forms. It will be the first form. You can fill that out and fax it to us. Make sure it is complete and we have all the pertinent information. The most critical point is to have good contact information so that we can reach you, preferably not your COU phone number.

### Union Negotiated Increase at Verizon Effective in August

The raise for our Verizon members this year will be 2.4% because of the negotiated COLA increase. The COLA increase now that the Consumer Price Index (CPI) is out is .4% on top of the negotiated 2% annual raise. The raise is effective on August 5 and will show up on your August 17 paycheck.

That's about \$28 a week for a Cable Splicer/Systems Tech or COT at top pay in our area.

We will post the 2007 wage schedule on the "contracts" page of the local website as soon as we get it. Last time it took months to get.

(Power from page 1)

as to what you are doing. If the line is down in the road or somewhere else that you cannot make safe temporarily call 911.

Never leave a downed line unguarded until you are relieved by the police, the power company or a municipal employee who's responsibility is to guard it.

Don't just leave because a cable television tech showed up!



188A Voltage Tester

During a storm power may come down some distance from where you are working and could energize the lines you are working on. That's why the 188A voltage detector should be with you at all times, especially during and after storms.

**TEST EVERYTHING!** If it's metal test it, if it's wet test it and if you're not sure what to do or what it's made of, TEST IT!

**EVERY OUTSIDE TECH SHOULD HAVE THIS TESTER.** It requires monthly and annual testing. If the tests haven't been done don't trust the tester, call your supervisor.

### Retirees Corner

The Retiree Chapter is having a Crab Feast on June 29 at 2PM at Hillsmere Shores at the beach. If you are interested in attending or for more information please contact Ronnie Lyons on 410 268-8880. The regular meeting for July will not be held. The next regular meeting is August 13.

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.

### CWA Plates

With the Verizon contract expiration a little over a year away we need to show our solidarity any way we can. Wear RED on Thursdays, attend the Membership Meetings and get a CWA Organizational License Plate for your car, truck or SUV.



On Thursday everybody looks good in Red, we always need your input at the meetings and a Verizon or Cingular parking lot full of CWA License Plates would look great every day.

There is a **one time fee** of \$25 for the tags, which goes to the MVA to cover the cost of making them. You can get these tags at any time, they don't change your current expiration date and it's a good way to show your solidarity.

Any CWA Member, Retired Member or CWA Affiliate Member in the State of Maryland is Eligible if verified through their Local President.

### Scholarship Drawing

The local gave out one Roberta Mervine scholarship this year.

The winner was Gregory Williams, son of Doug Williams and the alternate was Courtney Pomeroy daughter of Ray Pomeroy.

The Roberta Mervine Scholarship is \$1,000 per year at \$500 per semester. Congratulations to the winners.

Get Well to:

Lamar Maddox, recovering from an auto accident

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.

Don't Forget Open Enrollment

If you know of a member that we should print a get well, sympathy or congratulations for please email 2107@cwa-2107.org

Dates to Remember

Membership meetings

No Membership meetings in July

- 08-01 Northern Area 6:00 pm
- 08-02 Southern Area 6:30 pm

Other Meetings

- 08-13 Retiree meeting 10:00 am
- 08-15 ACFC meeting
- 08-16 Metro Baltimore Council Meetings 5 & 7 pm

Other

- 07-10 Cope Drive Riva Rd
- 07-16 thru 7-17 Convention
- 07-29 thru 8-03 Leadership Training
- 07-30 thru 7-31 at&t steward training
- 08-01 thru 8-02 Verizon steward training

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