



Weingarten Rights
Know them, Use them!

The rights of employees to have present a union representative during investigatory interviews were announced by the U.S. Supreme Court in a 1975 case (NLRB vs. Weingarten, Inc. 420 U.S. 251, 88 LRRM 2689). These rights have become known as the 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) it can stop questioning until the representative arrives,
(2) it can call off the interview or,
(3) it can tell the employee that it will call off the interview unless the employee voluntarily gives up his/her rights to a union representative (an option the employee should

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AFL-CIO Night at Camden Yards
Friday, June 29 at 7:05 PM
Baltimore Orioles Vs. L.A. Angels
Tickets Only \$5.00!

Call the local office to reserve your tickets. Deadline for tickets and payment is June 15. We need payment before the tickets will be mailed.

Get them early, first come first served.

It's Our Work, Are We Going to Keep it?

by Ray Pomeroy

In the late 80's and early 90's the Bell Atlantic Outside Plant Technician (OPT) nearly became an extinct species. While there was plenty of OPT work it was increasingly routed to contractors. OPT's were moved to Services Technician and Cable Splicing Technician (CST) titles as fast as they became available.

How did we let this happen? Complacency. When I use the term "we" I'm not talking about union representatives, I'm talking about we the members, all of us! We saw the contractors doing work that was ours and for the most part didn't complain. They started out doing the "dirty" work we didn't want to do or had just become too lazy to do. This apparently emboldened the company and it

just escalated from there. It wasn't long before the company started contracting out Services Technician and CST work in some areas. We complained long and hard then but we had already let them get the foot in the door.

In the January 1996 contract the union bargained Exhibit V, what's commonly referred to as the Broadband Security Agreement. The agreement reserves the broadband work for the members with limited exceptions including extraordinary circumstances and was amended in the 2000 contract.

Since that time the company, now Verizon, has lost market share to competitors, includ-

(see Keeping the Work on page 3)

A Letter From President Cohen

The Ready for the Future resolution adopted by delegates at the 2006 convention mandated that a "specific proposal on increasing Board diversity be brought to the 2007 con-

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CWA Steps Up Pressure to Pass Employee Free Choice Act

from The National

After an overwhelming victory for the Employee Free Choice Act in the U.S. House, the critical union organizing and bargaining bill is now in the hands of the U.S. Senate.

CWA has been a leader in labor's campaign to pass the bill and is launching a week of action May 14 that will focus on making tens of thousands of phone calls to U.S. senators.

"We are going to rise up as if we were bargaining our toughest contract, because we are," CWA President Larry Cohen said.

CWA, partnering with the IBEW, is focusing primarily on 11 senators who are considered swing votes on the Employee Free Choice Act, including several who sponsored it in the last Congress.

The 11 are Democrats Blanche Lincoln and Mark Pryor of Arkansas and Ken Salazar of Colorado and Republicans Susan Collins and Olympia Snowe of Maine, Norm Coleman of Minnesota, Ben Nelson of Nebraska, John Sununu of New Hampshire, Gordon Smith of

Oregon and Arlen Specter of Pennsylvania.

Union members are also being asked to call the 47 senators who have signed on as co-sponsors to thank them and to counter the pressure being put on them by the U.S. Chamber of Commerce and other anti-union organizations bitterly opposed to the bill, which would restore workers' badly eroded rights to organize unions and bargain contracts. The U.S. House passed the bill in March by a vote of 241-185.

Noting that some senators say they're getting calls almost exclusively from opponents, Cohen said it's critical that working families make their voices heard. "Good jobs, health care and retirement security are not just union values, they are American values, and they are fundamentally tied to the right to bargain collectively," he said.

He pointed to polls that show a majority of Americans support unions and that more than

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President's Point of View.....

Denise Burns

Here it is May 2007. In one year we will be that much closer to the expiration of the Verizon contract. What steps should we take to prepare ourselves?

If you haven't already started putting money away for a possible strike you should start today. A strike is always the last resort but you still should prepare. Then if we don't strike, you will have a nice savings. We have alternatives other than strikes but they all take a united workforce. Mobilization is a big part of supporting our bargaining committee. It is never too early to show what a mobilized united workforce can do.

Are you wearing "RED" to show your solidarity on Thursdays? Are you monitoring the contract? Are you checking out the situation when you see contractors doing our work? Have you seen the divide and conquer techniques that the company puts into play? Believe me as we get closer to contract time they will increase their efforts to pit one against the other. Don't fall into that trap see it for what it is.

We have been working towards a better mobilization network. We have trained 73 people for our Stewards Army. I know that we have a few others that would like the training but we still need others to volunteer to be on the mobilization network. The more we have the better and the less amount of work each person will be responsible for.

Now is the time to be thinking about what issues you think are important to bring to bargaining. There is a survey sent out prior to the beginning of bargaining for your input. We know that health care for both active and

retirees will be a priority as well as pensions, job security and collective bargaining rights.

I know that the majority of our work force has not been through many bargaining years. Remember that our contract has been in progress for over 50 years and that many have fought long and suffered so that you can come in at a decent wage with decent paid for benefits. We should not let the memories and the sacrifices of our predecessors be in vain. We need to step up to the plate and go forward with this next contract not lose what so many have fought for.

Guaranteed 2008 bargaining will most likely be a very trying and sobering time. We must not get disillusioned and we must not give in. We will be reaching out to our union brothers and sisters across the nation for their support. Just as we support them in their time of need.

We are all in this together, those that fought for what we have up until now and those that will fight in the future to better our gains. Now we need to start preparing for what we must do in the next coming year.

If you have a personal email address please give it to a steward, a mobilizer, an officer or get it to the local by email, our website or calling the office. This will help us get out information expeditiously.

"The basic goal of labor will not change, it as-as it has always been, and I am sure always will be-to better the standards of life for all who work for wages and seek decency and justice and dignity for all Americans."
 George Meany

"P Time", "Surplus Time" or "Cold Time" All = Job Erosion

We want to warn those of you that are taking Surplus Time, especially those of you in the SRC that are taking multiple weeks. We hope you are out looking for new employment. The company will measure how much they are saving and still getting what needs to be done and they will then say they don't need all of you. Perhaps if you need your job you should think again before giving the company what they are looking for, an excuse to get rid of you and save their budget! Think people! They are offering EISP's in every department that they can, will you be next? Then what happens when you realize that you really do need your job?

Cingular Market Minimum

On January 1st Cingular, now at&t, raised the market minimum wage for Retails Sales Consultants. Anyone who got moved up a step or more on that date had their anniversary date (for the purpose of raises) moved to that date, i.e if your date was February 2 and correspondingly the 6 mos. was July 2. It is now January 1 and June 1.

We have found that some employees had received raises that they shouldn't have and the company will be taking back pay in those cases.

For those that had people moved up to their rate of pay and thought it unfair it's not. If someone got moved ahead of you then let us know so that we can get it rectified.

(Keeping the Work from page 1)

ing the cable television (CATV) companies, largely due to the Telecommunications Act of 1996. In order to compete the company started to reinvent itself and is rapidly becoming a multimedia company via the FTTP/FiOS project.

FTTP/FiOS is all broadband all the time and it's all ours, with the limited exception of VCSI, formerly BACCSI, having the ability to do the video work in the home.

We cannot let work that is ours go out the door anymore. If we are going to keep our work, not just the broadband but all of our work, we are going to have to be vigilant and the members are going to have to take the initiative.

Why do the members have to do it? Because there isn't enough time or money for the Officers and Stewards to do it alone. Because you are on the spot and in a position to do what is needed. Because it's your work and that should be reason enough!

The how is easy and if you do it your reps will be plenty busy handling their end of it. People are calling in the violations but that's not enough. If you witness a contractor doing bargained for work stop and get a picture with your camera phone, get a few. Note the date time and exact location. Talk to the contractor and ask him what he's doing. Get it to a steward and file a grievance. Don't just lay it in his or her lap to do, get them the info and sign off on a grievance.

When you do talk to contractors keep it friendly, the guys you are talking to aren't stealing your work, Verizon is giving it to them. They are just doing a job.

Right now it's the OPT's work they're giving away but no matter what your title is you should be watching for any work being sent out. Verizon has already demonstrated that once they get a foot in the door all the jobs are fair game.

We have a link on the Local's home page that should help you determine what you are seeing when you come up on contractors doing OPT work in the field. Just go to:

www.cwa-2107.org and use the red button.

The page is geared toward a broadband connection with some good quality photo's so be patient if you have a slow connection.

While you're there check out the new blog page. Use the newsletter post and tell us your ideas on how to keep the work.

(Weingarten from page 1)

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 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.

(EFCA from page 1)

two-thirds support the Employee Free Choice Act.

Cohen cited Verizon's relentless union-busting, the years workers struggled against management abuses at the Chinese Daily News and similar behavior by other employers that he said will only get worse without the bill's passage. "Everything we value as union members is on the line here," he said.

The following are Maryland Legislators who co-sponsor the bill. Both of our senators are on the list so we need to call them and thank them for their support. We need to watch this one closely.

House

- Cummings, Elijah E. (D-MD-07)
- Hoyer, Steny H. (D-MD-05)
- Ruppersberger, C. A. Dutch (D-MD-02)
- Sarbanes, John (D-MD-03)
- Van Hollen, Chris (D-MD-08)
- Wynn, Albert Russell (D-MD-04)

Senate

- Cardin, Benjamin (D-MD)
- Mikulski, Barbara (D-MD)

Retirees Corner

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. See you on June 11.

Scholarships

Roberta B. Mervine Scholarship Fund-deadline to apply **May 30**. Eligibility-dependent children (defined in contract) of Local 2107 members, (active, retired or deceased), age 25 or under. Must attend a properly accredited school. You can call the office or get the form at www.cwa-2107.org, hit the link for the forms page.

(Diversity from page 1)
vention."

The Committee on Executive Board Diversity submitted its proposal after many months of extensive work. The proposal was adopted by the CWA Executive Board on March 23.

Members can go here to discuss the proposal, <http://www.cwa-union.org/future/diversity-committee/discuss>

A REMINDER ABOUT AN OLD DEATH BENEFIT

from Local 2205

For those who may have forgotten, under the Verizon Pension plan, a Death Benefit is available to members and retirees who were on the Bell Atlantic Payroll as of August 1986. This benefit is over and above the life insurance our members currently receive from Verizon.

The Life Insurance is one year's Salary at the time of death or what your salary was when you retired. This benefit begins reducing at the age of 65 and goes to one half of your final salary at the age of 70. It does not reduce any more than 50% of the final year's salary.

The Death Benefit is also a year's salary, based on your salary as of August 1986, with a maximum payable of \$39,000. This amount does NOT reduce with age. Information concerning this benefit may be found in the Verizon Pension SPD.

It is very important that you call the Benefits Center at 877-275-8947 and ask if you qualify for this Death Benefit. If you do qualify, ask them to send you a certificate acknowledging this benefit for your records.

When you call, ask for Life Events, then ask for Notification of a Death. This group is the only one trained on how to calculate your qualifications, determine the Death Benefits and send you a confirmation. A family member has one year from the time of death to collect this benefit before it expires.

Thanks to the following who attended our Stewards Army training.

- | | | |
|-------------------|-------------------|-------------------|
| Alvey, Roy | Hamrick, Rick | Riley, Will |
| Barrick, Karl | Hanson, Robyn | Ryan, Sherry |
| Batton, Ryland | Hawk, Jason | Shepet, Betsey |
| Bobel, Jon | Hayes, Rob | Simpson, Andy |
| Boggs, Greg | Hedetniemi, Aaron | Skelly, Nick |
| Boswell, Teresa | Higgins, Ellie | Slone, Kerry |
| Bowen, Pat | Janezeck, Tim | Sobolewski, Dave |
| Brady, Mark | Jeffrey, David | Thomas, Mike |
| Bricker, Iggy | Jones, Matt | Tompkins, Keme- |
| Carbone, Earl | Klein, Lawrence | cia |
| Catterton, Scott | Klugh, Scott | Topolski, Mike |
| Clift, Carroll | Leakan, Jim | Turner, Amy |
| Clifton, Cindy | Lemons, David | Turner, Mitzi |
| Constantine, Mike | Lord, John | Turner, Rocky |
| Cooper, Carol | Lowe, Anthony | Wathen, Jeff |
| Council, Bill | Macauley, Jeff | Watkins, Nick |
| Deford, John | Magill, Jim | Whittington, Rob |
| Dement, Matt | Mannion, Rich | Wilkinson, Brenda |
| Enzor, Dale | Mason, Michael | Williams, Doug |
| Ford, Destin | McKenzie, James | Young, Rodney |
| Francis, Steve | Mower, Greg | |
| Gamble, Penny | Oliver, Anthony | |
| Gerber, Mike | Parker, Mike | |
| Gonzales, Arturo | Perrin, Harry | |
| Gordan, Jackie | Pilkerton, Larry | |
| Gray, Matt | Poulton, Karen | |
| Guyton, John | Ricker, Christian | |

Dates to Remember

Membership meetings

- | | | |
|-------|--------------------------------|---------|
| 06-05 | Combined meeting | 6:00 pm |
| | No Membership meetings in July | |

Other Meetings

- | | | |
|-------|---------------------------------|----------|
| 05-22 | Executive Board Meeting | 3:00 pm |
| 06-06 | ACFC meeting | |
| 06-11 | Retiree meeting | 10:00 am |
| 06-14 | Stewards Meeting | 6:30 pm |
| 06-15 | President's meeting | 10:30 am |
| 06-19 | Executive Board meeting | 3:00 pm |
| 06-21 | Metro Baltimore Council Meeting | |
| 07-09 | Retiree meeting | 10:00 am |

Other

- | | | |
|----------|-------------------------|----------|
| 06-18 | Newsletter Deadline | |
| 07-16/17 | CWA National Convention | |
| 07-29 | Leadership Training | thru 8-3 |

Congratulations to:

Michael Mason on the birth of his daughter.

Sympathies to:

Pam Boulter on the death of her grandfather.
Sheila Tavares on the death of her brother.

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