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

Denise Burns

Individual bargaining-it's not up to you.

The Bargaining Committee bargains a contract that the company and all the members should adhere to.

Unions look out for the betterment of all. It is a concept that has worked for hundreds of years. When people make side deals for individual gain it weakens our strength, undermines our contract and our solidarity.

The companies try to undermine us all the time. They are out to divide us at every turn and doing everything they can to erode our strength. At Verizon, they watch union members walk out the door with every EISP they offer. They have a strategy and a plan. We can't help them by fighting against our union brothers and sisters. Especially by creating a situation they can use against us.

Don't make side deals and special arrangements to benefit yourself. I am not talking about the occasional instance when anyone might require a special arrangement. We encourage the company to assist our members in their daily life, but not when they do it to drive a wedge between our members.

If you report to a remote location, make sure Verizon changes the records to show you report to that location. Call a steward, officer or the local office if your work location changes.

In a very short time we will be in bargaining and doing some serious mobilization. If we are to succeed in our mobilizing strategies we need to know where you report. We plan

to keep you informed with the latest information and if we can't find you, it won't happen.

We know that everyone covered under the contract wants to make gains in bargaining, not lose. Be a visual supporter. Wear your red on Thursday's, even though you think it doesn't matter, it does. It's small thing and virtually painless! I know all the excuses you don't like red, don't look good in it, don't have anything red. As tired as I am of wearing the same color every Thursday, if it shows our solidarity it is very much worth it.

Our workforce is much younger than it used to be, there was a time when most of our members had over 20 years. If those members, many now retired, hadn't stuck together all those years the job you have now probably wouldn't exist or wouldn't be the good job that it is.

Don't let our strength, wisdom and courage disappear on your watch. Today, we have medical-dental and vision benefits, good wages, job security, pensions and a multitude of other benefits. What will tomorrow bring and what are you willing to do for it?

An injury to one is an injury to all!

"The next time you wonder what the union does for you, take a look at the car you drive, the house you own, the standard of living you have, and realize that the union got these for you and that management is hell bent on driving your standard of living into the ground." Tom Kelly, president, APWU local

Spotlight On the Contract

Verizon

Article 24 Sec 8. Any period of work time, except while on an Emergency Call-Out, Article 27, which is not part of the employee's normal daily tour which begins on one calendar day and extends into the next day shall be paid for as part of the day on which such work began up to the usual starting time of the employee's regularly assigned daily tour regardless of whether the employee is or is not assigned to work on the particular day into which such period of work time extends.

What this means is you do not stop your time at midnight if you are out on a cable cut or some other work overnight. The time goes until your normal starting time and then you start a new timesheet whether scheduled that day or not.

Cingular

Article 12 Sec c. Work schedules shall be officially posted or furnished by the Company to show the scheduled tours the employee is to work at least one (1) week prior to the start of the work period covered by the schedule. Such schedules shall include the starting and ending time of each of the tours making up the scheduled workweek. For tours longer than five (5) hours, such schedules will also include the length of the period to be allowed for meals.

If no change is so posted or furnished prior to the time specified above, the schedule in effect for the employee for the last calendar week assigned to work shall be considered as that employee's work schedule for the next calendar week.

(Code from page 1)

and other things that have nothing to do with the business.

During a recent grievance at at&t, Shawn Mitchell an ARSM, the equivalent to a manager/second level at Verizon, told us that the grievant had violated the code because he had a customers phone number in his company official use (COU) phone which constituted taking customer information off of company property.

Sales reps are all issued one or more COU's and from everything I hear are encouraged to give these numbers out to their customers and most them answer the phone on or off-duty. Naturally they put the customers number in the phone so they know who's calling them, they're on commission and want a good rapport with a regular customer.

My advice to those reps that do this would be to erase those address book entries and turn off the COU when you aren't working. Some of you are going to go and ask your supervisor whether this is true and I assure you most of them won't know (or care). It's already been invoked in a termination, although it wasn't the sole reason, by an ARSM. A store manager doesn't have the rank to countermand it. If you're ARSM says it's ok to keep this info in your COU see if they'll put it in writing.

VZ Ethics and EEO GuideLine
800-856-1885 www.verizonguideline.com
At&t Ethics Office
888-552-4171

Copies not allowed?

If you are told that you are not allowed to have a copy of your evaluation that is bull! You should be given a copy or sent a copy so that you can print it. Let your steward/officer know if this is the situation in your location.

This is the case with anything being put in your file. If a copy is not offered to you request it. If denied call us!

A special Thanks to Amy Turner, Local 2107 Mobilizer, and the 48 volunteers she rounded up for the informational picket they did at Riva Rd on Thursday March 13th.

Retirees Corner

The next regular meeting is April 14th. RMC meetings are held on the second Monday of every month. All meetings are held at the Local 2107 office at 2441 Holly Ave, Annapolis and begin at 10AM.

(EFCA from page 1)

CIO Executive Council, meeting on the opposite coast, passed a resolution to kick off the campaign. The signing campaign will continue at upcoming conferences and through an electronic outreach campaign and a special website.

So far, 32 AFL-CIO unions and Change to Win coalition unions SEIU and UFCW have pledged to take part and get at least 10 percent of their members to sign Employee Free Choice Act postcards. CWA has pledged to get 90,000 members to sign, about 15 percent of the membership.

The campaign will go hand-in-hand with labor's largest effort ever to elect pro-worker members of Congress and a Democratic president who will sign the Employee Free Choice Act. Unions will be reaching out to every ally and building new ties, from community and religious leaders to scholars and pundits who will talk about how the right to unionize and bargain contracts is vital to all American working families.

"The American middle class was created by the ability of workers to form unions and bargain collectively after the passage of the Wagner Act in 1935," the AFL-CIO Execu-

tive Council said in its resolution. "More and more Americans are beginning to understand that collective bargaining can promote broadly shared economic growth and prosperity, higher wages, better jobs, better and more extensive health care coverage, retirement security and dignity and respect for workers on the job."

The council, whose members include CWA President Larry Cohen and AFA-CWA President Pat Friend, said those issues are more pressing than ever as the economy crumbles. "Wages are stagnating, workers are losing their homes to foreclosure, health costs are skyrocketing and more and more workers are losing pension benefits. Income inequality is at its worst since the 1920s. America's workers must regain their bargaining power in order to maintain and expand the middle class," the council stated.

The campaign will aggressively counter the anti-worker, greed-based arguments of opponents that include the U.S. Chamber of Commerce, National Right to Work Committee, Center for Union Facts, the Heritage Foundation and hostile employers. "The opposition will not win: The Employee Free Choice will become law," the AFL-CIO said.

Techs, check your drills, we have a lot of them out there.

DEWALT Cordless Drills Safety Recall

DEWALT Industrial Tool Company is recalling to repair the following 12 Volt, 14.4 Volt, 18 Volt Heavy-Duty XRP™ Individual Cordless Drills. The trigger switch could over-heat which presents a possible risk of fire.

The following drills may be affected:

Model	Description	Date/Code Range
DC920	Heavy-Duty XRP™ 1/2" (13mm) 18 Volt Cordless Drill/Driver	200723 through 200741
DC930	Heavy-Duty XRP™ 1/2" (13mm) 14.4 Volt Cordless Drill/Driver	200625 through 200746
DC935	Heavy-Duty XRP™ 1/2" (13mm) 14.4 Volt Hammerdrill/Cordless Drill/Driver	200627 through 200746
DC936	Heavy-Duty XRP™ 1/2" (13mm) 14.4 Volt Hammerdrill/Cordless Drill/Driver	200635 through 200746
DC940	Heavy-Duty XRP™ 1/2" (13mm) 12 Volt Cordless Drill/Driver	200635 through 200746

ONLY DRILLS WITH THE MODEL NUMBERS AND DATE CODES LISTED ABOVE ARE AFFECTED Products stamped with an "M" following the date code have been repaired and are NOT affected by this recall..



Get Well to:

Sandra Hamilton
Gail Taylor

Delegate/Alternate Election Results:

Jeff Savin 83 votes - Delegate
Mike Parker 75 votes - Alternate
Keith Kaler 13 votes - Second Alternate

Joe Beirne Scholarship

This is a reminder that applications are now being accepted through April 30 for the CWA Joe Beirne Foundation's annual scholarship offerings for the 2008-2009 school year.

The Foundation's Board of Directors has approved the awarding of thirty (30) partial college scholarships of up to \$3,000 each, and the winners also will receive second-year scholarships for the same amount, contingent upon satisfactory academic achievement.

Eligible for the scholarships are CWA members, their spouses, children and grandchildren, including the dependents of retired, laid-off, or deceased members. Applicants must be high school graduates or high school students who will graduate during the year in which they apply. Undergraduate and graduate students returning to school may also apply.

Applications will be available solely online for completion and submission to the Foundation's website:
<http://www.cwa-union.org/members/beirne/>.

Dates to Remember

Membership meetings

None Scheduled

Other Meetings

04/01	Executive Board	2:30
04/01	CWA MD State Council	10:30 am
04/10	Community Service Committee	
04/14	Retired Members Club	
04/16	ACFC	
04/17	Baltimore Metro Council	
04/30	Executive Board	tba

Other

04/06- 04/09	Legislative Conference
04/13- 04/16	SIF Healthcare Training
04/15	Newsletter Deadline
04/15	Tax Day

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02/07/09 at&t Orange Contract Expires

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