



Local Officer Elections

by Ray Pomeroy

Nominations were taken for Local Officers at the October membership meeting.

Nominated, unopposed, and elected by acclamation were Denise Burns for President, Mike Parker for Executive Vice President, Dutchin Webster for Secretary-Treasurer, Sandi Burch for assistant Secretary-Treasurer, Eddie Miller for Northern Area Vice President, Jimmy Padgett for Southern Area Vice President and Phil Pascoe for the newly renamed office of Wireless Vice President, formerly Cingular Vice President.

In addition Phil Pascoe has been appointed to the vacant Wireless Vice President position, effective immediately.

Mike, Eddie and Phil have all been stewards and I believe they will make fine officers. Please support them and all your officers in any way you can. Remember, **you** are the Union and these folks are **your** elected representatives. None of them will have any success without **you** backing them up.

at&t mobility members

See page 4 for updated benefits numbers

at&t Committee

by Ray Pomeroy

A working relations committee meeting is scheduled with at&t on November 10th. It's been two years since we've had one and it shows.

Article 17 of the contract refers to the committee meetings and sec 7 (c) states: *Discussions and decisions of the Committee shall not add to, subtract from or modify in any manner whatsoever the terms and conditions of this Agreement nor shall they constitute mid-term bargaining or be subject to the grievance and arbitration provisions of this Agreement.*

Even though 7 (c) limits the scope of what can be done at the meetings a lot of issues were solved at the table and we got a lot of good information that was beneficial to our members. It gave us a chance to air out problems that affected anything from the

(relations on page 3)

Verizon Benefit Renewal

We are running parts of an article sent to us last year by John Petrini, who is our Union appointed expert on Medical, Prescriptions, Dental & Vision, along with additional information related to our new contract.

Verizon will be mailing out brochures on open enrollment on October 27th and open enrollment will run from November 12 to November 25.

Read up on the available plans before you take advantage of the open enrollment period. The option we always refer to as the "Cadillac" plan is the Managed Care Network (MCN) which saw some changes in the new contract and comes highly recommended by John.

With few exceptions, we do not negotiate the HMO coverage provisions. This is an opportunity for our members to review their coverage and consider the bargained for plans MCN or MEP where offered. Neither of these plans have the hospital deductible. We have many members in the Aetna HMO who generally would be better served by the MCN.

Before switching to another plan, members are encouraged to check with their Doctors' office to ensure their participation in any alternative plan considered.

Spousal Surcharge review. IF the spouse has a base salary of more than \$25K, and IF the spouse is required to contribute less than \$900.00/yr. for individual coverage (the least expensive plan offering) AND only IF the spouse waives coverage from their employer, THEN the member is responsible to enroll in the Spousal Surcharge. The charge is \$40.00 a month. Under no circumstance should the spouse be dropped from coverage.

In the MCN, under the new contract, the emergency room co-pay is \$25 and an urgent care facility option has been added with a \$15 co-pay. In addition, starting January 1, 2009 there shall not be a requirement for referrals to specialist providers. The network utilized by the Benefit Administrator shall be the Aetna Choice PS II network.

The stated Benefit Renewal period is Nov 12 thru Nov 25 and may be done by phone (recommended), 877-ASKVZHR or internet.

The McCain Healthcare Plan and what it means to our members.

by Ray Pomeroy

Below is a graph of what McCain's health care plan would mean to our members.

Effect of McCain's Health Care Proposals on Take-Home Pay of CWA Members
blue =negative impact

Employer	State	Member Income 2009	Spouse working?	Effect on Take Home Income		
				2009	2018	10-year total
AT&T	Mich.	\$65,000	yes	-\$126	-\$2,987	-\$12,601
AT&T	Calif.	\$65,000	yes	-\$1,283	-\$5,575	-\$31,679
AT&T Mobility	Wash.*	\$27,000	yes	\$1,929	\$674	\$14,312
Embarq	N. Car.	\$55,000	yes	-\$451	-\$5,657	-\$30,041
GE	Mass.	\$75,000	yes	-\$66	-\$3,641	-\$15,870
GE	Mass.	\$75,000	no	\$1,434	-\$3,325	-\$7,529
State of N. J.	N. J.	\$65,000	yes	-\$782	-\$4,946	-\$25,069
Qwest	Colo.	\$55,000	yes	\$938	-\$2,872	-\$9,700
U. of California	Calif.	\$55,000	yes	\$275	-\$4,338	-\$19,996
Verizon	Md.	\$64,000	yes	-\$2,440	-\$7,800	-\$48,146
Verizon	Md.	\$64,000	no	-\$1	-\$6,352	-\$28,441
Verizon	Md.	\$50,000	no	-\$1	-\$4,698	-\$17,809
Verizon retiree	Md.	\$45,000	single	-\$536	-\$2,594	-\$14,570
Verizon retiree	Md.	\$45,000	yes	\$479	-\$4,269	-\$16,756
VZ retiree, 2 kids	Md.	\$45,000	yes	-\$339	-\$6,360	-\$30,729

* No state income tax

Assumes: Employee is married with two children.
For retirees: Assumes married, no children at home, except as indicated
If spouse works, earns 50% of what member earns.

You can go to the politics page at cwa-2107.org for additional company specific graphs and other political information.

Just use the "politics" link on the home page to get there. We have links and documents as well as a full sized version of this graph and links to both candidates sites.

CWA and Local 2107 have endorsed Barack Obama and we think that John McCain's health care plan alone should convince our members and retirees to vote Obama, but no matter who you support get out there on November 4th and **VOTE!**

Verizon members will see the 3.25% raise our bargaining team secured for them, as well as the retroactive pay, on October 31st

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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

November is a very important month in this country. Hopefully, all of you that were not registered to vote have done so. All of us need to take the time to vote. Not only is it critical it is a civic duty. We never know how an election will turn out. But we must vote!

I will be glad when this election is over because it seems as though it has gone on forever. I am tired of the he said she said and the smears. We must educate ourselves and know the issues and what is going to affect our futures and our families' futures. I have read up on the issues and learned as much as I could about each candidate because I am concerned about my future, and the futures of my family and my country.

Once we have a new president we have to be mindful of the numerous issues that have to be dealt with. Don't expect anyone to go in and solve the worlds' problems all at once. To get out of the mess the country is in today we have to make our politicians accountable and make sure our voices heard.

When this election is over we need to pay

attention, not only to the President and Vice President, but all our Congressmen and Senators. Make it your New Years resolution to be educated on the issues. Keep your Representatives' numbers and addresses on hand so that you can contact them over issues important to you. Take an active role. As a citizen you have the right to voice your concerns and opinions to your representatives.

Basically, I am giving you two points to consider. First it is your responsibility as a citizen of this country to get out and vote. Second, you need to be aware of what is going on in the government and let your representatives know where you stand on the issues.

"We the people" need to make the politicians we put into office work for us, for the country and for our future.

"There is a direct relationship between the ballot box and the bread box, and what the union fights for and wins at the bargaining table can be taken away in the legislative halls." Walter Reuther

It's The Law

We've had a spate of overtime problems at at&t recently where time has been removed from employees' time sheets. This was done, ostensibly, because supervisors were told that there is no overtime in the budget.

If you worked overtime, or any time for that matter, the company must pay you for it. The following two items are from the Department of Labor website and also apply at Verizon. http://www.dol.gov

Employees "Suffered or Permitted" to work: Work not requested but suffered or permitted to be performed is work time that must be paid for by the employer. For example, an employee may voluntarily continue to work at the end of the shift to finish an assigned task or to correct errors. The reason is immaterial. The hours are work time and are compensable.

An employer who requires or permits an employee to work overtime is generally required to pay the employee premium pay for such overtime work.

If your supervisor changes your timesheet, whether they are removing overtime hours or regular hours you worked you need to see your supervisor or steward right away.

United Way

For half a century, CWA members, locals and leaders have worked in partnership with the United Way to help others and promote social change. United Way has been there for communities and families devastated by natural disasters, providing financial support, education and community programs to help make life better for all of us.

Thanks to funding from the United Way, the labor movement has been able to put in place a network of union activists and volunteers who assist working families in need. Please plan to promote and contribute to the 2009 United Way campaign.

There are hundreds of United Way agencies and just as many opportunities to help. In addition to fighting poverty, the United Way also provides important services for the physically and mentally challenged, the elderly, and at-risk youth. The United Way is truly the heart of our communities.

While Verizon no longer does a company wide campaign focusing on The United Way you can still donate to them through payroll deduction via the Verizon Foundation. Payroll deduction donations are not eligible for the Foundations matching funds.

(relations from page 1)

whole market down to a single store. In most companies, chronic problems with particular issues don't seem to make it beyond the first or second level of management.

These meetings allow us to get these kinds of issues in front of Directors and even the Vice President-General Manager of the market. We don't always get them fixed to our satisfaction but if you get the opportunity to shine a light on a problem they have a way of becoming less of an issue.

We take things to the table based on the problems the members have brought to our attention since the last meeting. We aren't canvassing for problems to take with us but that's one of the reasons that you, the members, need to keep us in the loop on a regular basis.

The company usually has present at these meetings the market VP-GM and directors, as well as other representatives, from sales, network and other departments.

The Union side generally consisted of a staff rep, and up until now the President, EVP and Cingular Vice President from 2107. Since the last meeting a number of other locals have gained at&t mobility members in District 2 so the makeup on the Union side isn't clear yet.

The point of all this is we have an avenue to solve nagging issues (within limits) at at&t but if you aren't keeping the Union informed about what's going on where you are, then we don't have any ammunition to take to the table and the problem will in all likelihood continue.

Who's Watching You?

We hear that Chris Childs might be watching you. Apparently he likes to get out in the field and see what's going on.

That's his absolute right so, as always, we recommend that you be where you're supposed to be, doing what you're supposed to be doing and using the safety equipment that you've been issued.

We understand his priorities are his job, his reputation and the "numbers". Hopefully he won't wait until someone else dies on the job to put safety in the top three.

Chris isn't the only one that likes to get out and about, we have a number of Managers and Directors that like to keep their finger on the pulse also. Don't give them any excuse to make your bosses phone ring.

by Shannon Opfer

The time has come again. For those of us who have been around here for a while, it comes as no surprise that our OT has disappeared. Every year at this time, the company decides that the budget is blown and the only way to bring it back under control is to shut down the OT.

This is the company's right. OT is not guaranteed. It is a nice bonus, but there is nothing in the contract stating that OT must be offered. It is very easy to depend on the OT, but it will not always be there. The economy is struggling right now and everyone has had to tighten their belts. Verizon is no exception. Year after year, they play this game, and try to save money by shutting down OT. And year after year, we hear people complain about it. We really need to learn to live on our base pay. I know that it's not easy. When you have a blank check handed to you for 10 months out of the year, it becomes routine. We expect it to last forever and it won't.

Since ftp began, the main focus has been the numbers of houses passed, and installs per day. As long as we were hitting the num-

Here We Go Again

bers, OT was an afterthought. We have had the OT because the cost didn't matter as much as the numbers. That is starting to change. We are feeling the same pinch as some of our union brothers and sisters who have been held to little to no OT.

We need to understand that the reality is Verizon is not always going to allow us to work as much as we possibly can. Once we realize that, we need to rethink our own spending. Is doing that fun? Of course not. Is it necessary? Yes, it can be.

I'm not going to tell anyone how to spend their money. I am just asking you to keep in mind that OT is not a given. And if it opens up again, as it usually does, try and put some aside for when it shuts down again.

Don't forget, we'll be up for another contract in three years. It's a lot easier to save a little over three years than trying to scrimp and save two months before the contract expires.

Verizon has a budget that they need to try and keep. We are no different. If we remember that, and try to be a bit more responsible with our own personal budgets, then this time of year won't be a problem.

Spotlight on the Contracts

The following are parts of the contract language that our members need to pay close attention to this time of year. In particular note when selection starts and for at&t how long you have to use carryover vacation.

At Verizon, note the bold text in 10 (a). Year after year we have problems with this and in every case where we've known about the problem we have corrected it. If you aren't given an old time vacation schedule to select from there's a 90% chance the contract isn't being followed. Advise a steward who will get guidance from the office.

at&t Contract

Article 22

Section 2. The year in which vacation leave may be taken shall be known as the "vacation year". A maximum of one (1) week of vacation may be carried over into the next vacation year, to be used in the first quarter, consistent with the scheduling provisions outlined in Section 6.

Section 6. Vacations shall be selected in a work group based on seniority. Periods available for selection shall take into consideration the needs of the Company, force require-

ments, and the desires of the employees. Advance selection of vacation periods shall commence on or after November 1 and shall conclude no later than December 31 of the year preceding the year in which such vacation leave is to be taken.

Verizon Contract

Article 31

SECTION 10. Scheduling and Selection of Vacation Periods and Other Time Off.

Employees in each work group shall select vacation periods, and other specified time off, as follows:

(a) Selections shall be commenced prior to the beginning of the calendar year and completed no later than the last day of March in the relevant calendar year **from a schedule of available dates prepared by the Company**. There shall be two consecutive rounds of selection, each made in accordance with Article 34-Seniority.

"Floating" holidays not scheduled by **October 1** of each calendar year must be selected and scheduled at that time.

Floating Holidays can not be carried over, get them scheduled!

at&t Benefit Numbers

Benefits	877 722-0220
Payroll	800 345-6211
Disability and FMLA- Nationwide Better Health	866 453-2837
401K: Fidelity 401k.com	877 421-5225
Tuition Reimbursement and- Tuition Assistance: Acclaris	866 203-9358
Employee Assistance Program- magellanassist.com	800 984-9135
Prescription Service Caremark 5	800 378-8851
VSP Vision Care	866 221-8372
Tuition Assistance	866 242-6587

Sympathies to:

Rich Fowler on the death of his grandmother
 John Harriss on the death of his grandmother
 Thaonne Malone on the death of her grandfather
 Sandra Snyder on the death of her mother
 Rodney Young on the death of his grandmother

Congratulations to:

Jennifer Eichner on the birth of her son

Get Well to:

Brad Curtin
 Harold Wicklund

Dates to Remember

Membership meetings

11-05 Combined Membership 06:30 pm

Other Meetings

10-28 Executive Board AFL-CIO
 10-30 CSC 04:00 pm
 11-05 Executive Board 01:00 pm
 11-10 Retiree 10:00 am
 11-10 at&t Working Relations Committee 09:30 am
 11/19-20 at&t Mobility bargaining unit
 11-19 CSC 04:00 pm
 12-12 MD Local Presidents 10:00 am

Other

10-28 Deadline for MD for absentee ballots
 11-04 General Election
 11-18 Newsletter deadline

Bargained for Holidays, Both Contracts

11-11 Veterans Day
 11-27 Thanksgiving Day
 11-28 Day after Thanksgiving

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