



Official quarterly
newsletter of the
Communications
Workers of America
Local 2100

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President

Steve Holland

Ex. Vice President

Mark Balsamo

Sec./Treasurer

Tom Ward

District 1 VP

Milt Lanier

District 2 VP

Gary Kelso

District 3 VP

Kevin Miller

District 4 VP

Mike Dean

District 5 VP

Jason Chesney

The Sentinel

Communications Workers of America
Local 2100
Box F, Chase, MD 21027
June 2008—August 2008

SEPTEMBER MEETING DATES

Baltimore

September 9, 2008 (Tuesday)

Knights of Columbus Hall

Frederick Rd.—Catonsville

Belair

September 10, 2008 (Wednesday)

Vitali's—Edgewood

1709 Edgewood Rd.

Westminster/Frederick

September 16, 2008 (Tuesday)

VFW Post #467

519 Poole Rd.

All meetings begin at 7:30 PM

Local Wide Election

During this round of meetings, nominations will be accepted for all Local offices.

The nomination of a person for the office of President, Executive Vice President and Secretary-Treasurer shall also constitute the nomination of that person as a delegate to the CWA Convention.

In addition to the aforementioned offices, nominations for five District Vice Presidents will be accepted.

The term of office for these positions runs for three years and commences January 1, 2009. Only members of the Local in good standing shall be eligible to vote. Also, only members of the Local in good standing for one year shall be eligible to hold office. The

order of nominations are as follows:

1. President
2. Executive Vice President
3. Secretary-Treasurer
4. District Vice Presidents

All members are encouraged to attend this important round of meetings and to vote once you have received your ballot. Remember, **YOU** are the Union.



by **Steve Holland**

THANK YOU !!

As President of CWA Local 2100, and Maryland's elected representative for the just concluded CWA/Verizon contract negotiations, I want to take this opportunity to congratulate and personally thank you for your participation in the mobilization process. It was through YOUR efforts and support that allowed me to be part of a committee, chaired by Vice President Ron Collins, that delivered a ground breaking and successful contract. We were able to achieve many of our goals. I always believe I could have gotten more, but the rules say the company can be at the table, too.

We were able to negotiate significant pay increases, pension band increases, continuation of the lump sum "cash-out" option, COLA language,

continue the Corporate Profit Sharing (CPS). There will be **NO** premiums for actives or retirees in the medical plans. The job security language will include an additional 1,000 members in the Potomac region. A ground breaking achievement was obtaining exclusivity for the FiOS network while maintaining our exclusivity of DSL.

For the first time our VCSI members will have a REAL pathway to the "CORE" company. By Jan. 1, 2009 fifty (50) VCSI members will be offered Services Tech positions and another one hundred (100) will be offered positions as Services Tech no later than February 2011. We also secured language that the "CORE" company will offer Services Tech positions to our VCSI members before hiring off the street. Our VCSI members will receive additional money when they perform FiOS work.

Did we get everything we wanted??

The answer is NO. That's why it's called bargaining. You don't get to bargain with yourself. What I do know is that we were able to secure the work of the future. And this work of the future is our real job security.

So again I want to thank each and everyone of you for



sticking together and making me proud to be your President. The Executive Board will be scheduling "Thank You" tailgate sessions at some of our locations throughout Local. I hope to see you at one of our upcoming meetings.

THANKS

Steve

Past President Evans Appointed to New Position

Local 2100 member and past president Gail Evans has been appointed to the position of Administrative Director in District 2. Her Primary responsibility will be administering the Verizon contract, but she will have a number of other important assignments. As all of you know Gail has done an outstanding job as a staff representative. Local 2100 Executive Board and Officers look forward to working with Gail in her new assignment.

Gail replaces Ron Collins, who was elected District -2 Vice President at Convention in June 2008 .

Fifth Annual Bull and Oyster Roast



Friday, October 24, 2008.

From 7PM till Midnight

Last years roast was a sellout, so make plans to order your tickets early for this great event. It will be held at the Parkville American Legion on Putty Hill Ave. and is being sponsored jointly by Locals 2100 & 2101. Costs have not yet been determined and more information will be distributed in a separate flyer.



**A Message to members from the Combined Bargaining Committee on behalf of the
Regional Bargaining Committees for District 1 (Verizon North), 2 and 13 (Verizon
mid-Atlantic) and the IBEW.**

After many months of bargaining with Verizon Communications, our united bargaining committees have reached an agreement in principle with Verizon pending ratification.

Throughout this process, we focused on ensuring our place in the work of the future. Our critical goals also included health care for active and retired workers, retirement security and a fair wage increase. The involvement and mobilization of tens thousands of our members made a huge difference in these negotiations. Together, all of us together showed our strength, our commitment and our determination to get the best possible agreement. We're proud to have represented the 65,000 union members at Verizon in these negotiations.



Following is a summary of the tentative agreement:

1. Wages

- a. Effective 8/3/2008 3.25 %
- b. Effective 8/2/2009 3.5 %
- c. Effective 8/1/2010 3.75 %

2. COLA

- a. Effective 8/1/2010
- b. One half of the increase in the CPI-W in excess of 3.75% between May '09 and May '10

3. Corporate Profit Sharing

- a. \$700 minimum distribution
- b. Paid in March of each year

4. Pension Band Increases

- a. Effective 10/1/2008 3.25%
- b. Effective 10/1/2009 3.5 %
- c. Effective 10/1/2010 3.75%

5. Pension Lump Cash– Out

- a. Pension Distribution Options remains in contract with no change in the language by which the amount is calculated
- b. Available at any time, for the length of the contract

6. VZ-B

- a. 445 Field Techs in plant contract with carveouts
- b. 145 Inside Techs in plant contract with carve outs





- 6. c. Guarantee small and medium business exclusively for represented commercial
- d. Bring new VZ-B work to CWA represented locations 100 at end of 2009 and 100 at end of 2010
- 7. **Video Head End** – Video Work. Approx. 75 in plant contracts with carve outs
- 8. **Temps and terms to Perms** (Approx 1,200)
- 9. **Three times a year discussion on union jobs and efficiency/growth**
- 10. **Active Health Care:** Maintained full employer paid coverage with limited plan design changes
- 11. **Retiree Health Benefits**
 - a. Fully paid, no retiree pays during life of agreement
 - b. Any changes in future health benefit plans for retirees will be negotiated with the Union in the same manner as that for actives and for future retirees.
 - c. No current retiree will pay for health coverage through the end of 2011.
 - d. No active employee who retires during the term of this agreement will pay for health coverage through the end of 2011.
 - e. Caps on the Company’s contribution to the cost of retiree health coverage in 2012 and after have been raised as follows:
 - i. Prior to Age 65 and Medicare Eligibility
 - 1. Retiree Only: \$12,580
 - 2. Retiree + 1 25,160
 - 3. Retiree + Family 31,450
 - ii. Age 65 and after and Medicare Eligible
 - 1. Retiree Only: \$ 6,330
 - 2. Retiree + 1 12,660
 - 3. Retiree + Family 18,990
 - f. Employees hired after August 2, 2008 will be covered under a new retiree health program.
 - i. Once they retire (under the same eligibility requirements as currently required), they will receive an annual payment equal to \$430 times years of service (to a maximum of 30 years).
 - ii. The parties will negotiate this amount in future years to reflect changes in the cost of health coverage.
- 12. **Agreement to work for National Health Care Reform and provide \$2mn a year during term of contract.**
- 13. **New Dispute Resolution for Faster resolution of grievances**

- 14. **Savings and Security Plan**
 - a. Add a Roth option to the 401(k) plan
 - b. Allows investment of post tax dollars with no taxes applied to investment returns when assets are later distributed
- 15. **Retiree Life Insurance**
 - a. Company-paid retiree life insurance benefits will be frozen at one-times the wage level attained on 8/2/2008.
 - b. The minimum amount to be paid to beneficiaries of retirees who retires after 8/2/2008 will be \$20,000,even after age 65
- 16. **Retirees who were hired after 8/2/2008 will be eligible for the minimum \$20,00**
- 17. **Increase supplemental insurance with ability to purchase 5times salary**
- 18. **Commercial Issues**
 - a. Collection
 - b. It Marketing Letter
 - c. Local Presence Centers
 - d. NJ collection office issues
- 19. **Extend all existing District and Local Agreements and adjust all dates.**
- 20. **CWA-NETT will discuss how to publicize**
- 21. **Unique Regional Items**
 - a. Scope agreement CWA D2
 - b. Contract Initiative Letter fixed
 - c. Job Share Language (North)
 - d. ACFC will outstanding pay current bills \$486K
 - e. Increase ACFC wage rate top wage rate in contract
 - f. Supplemental Retiree Life Insurance: five times implemented as soon as possible.



**** Highlight of VCSI Tentative Settlement*****

1. Significant wage increase, 2008– 3.75%; 2009– 3.75%; 2010– 3.75%
2. Establishes several pathways for VCS members to move to core-company - at least 150 VCS techs will be moved to Core
3. Preferential hiring status - no external vacancies for Svc tech will be filled before qualified VCS tech
4. Establishes safety committee
5. Improved arbitration language- 150 days to submit (from 120)
6. Improved forced overtime language- 10 hr limit for 7 months of the year and 15 for 5 months– Co must notify Union of the designated months in advance
7. Improved sickness absence policy– service requirements for eligibility shortened
8. Inclusion in ACFC/ TABEC (family care programs)
9. Greater flexibility for employees to take personal and vacation days in half-day increments- Employees will be allowed to take day at a time vacation and personal holiday in half day increments.

THE SUBVERSIVE SCRIBBLER LOOKS AT THE NEW VERIZON CONTRACT

“Those who fail to learn History are doomed to repeat it...in the tenth grade.” Some wise guy 2008. Verizon’s contract talks began early this time, but the company just couldn’t bear to give us a fair deal without a fight. While Verizon is deploying some great new services in FIOS, and it couldn’t really afford to delay delivery to the customers who are dying for an alternative to Comcast and other CATV providers, the company dragged out the bargaining again. Delaying tactics and hard bargaining only slowed the building and deployment of the new network and the access to the services in many areas. Our unity and strategies during the bargaining won us another excellent contract. The willingness of our members to support CWA’s tactics showed the company that we were going to win. Verizon once again tried to undermine our efforts by recruiting a scab force to replace(?) us in the event of a strike, but it only incurred an unnecessary burden on itself. Seems this was tried before unsuccessfully.

“We have met the enemy and they are us” Pogo 1957. Our management from the top down didn’t think that we were in a good position, but their foolish and self defeating policies and procedures do far more damage to the corporation than anything we have done or could do. They continue to ignore revenue possibilities by not giving customers services that they want and often chase them to CATV companies or telco competitors. Some high density areas have been cabled for FIOS for nearly a year, but the full package is still not available. The failure to agree early on the contract caused slowdowns, overtime boycotts and other tactics which adversely affected customer service and satisfaction. Apparently, our leaders, once again showing the foresight of an earthworm, believed that the public wouldn’t notice the downward trend in service and satisfaction. While Comcast and other competitors increasingly rely on contractors, Verizon has a well trained, highly competent and experienced workforce. We have higher pay, far better benefits, a future with the company and a good retirement plan. Our people deliver satisfaction to our customers at a much greater rate than the others.

“Thanks for the memories.” Bob Hope for a hundred years. Verizon was quick to show its appreciation to its faithful and devoted retired employees. Verizon went after a group that it apparently thought its younger employees wouldn't care about, the retirees. Having gutted its lower managements’ pension and benefits, it saw a way to win this battle by takebacks from the folks who gave decades of their lives to building, maintaining and improving our company. CWA didn’t cave to these regressive demands and the retirees can still count on good benefits. There are many of us who recently left for the life of leisure and several more who soon will, hopefully everyone of our members can look forward to a secure retirement in the future.

“Welcome aboard!” Captain Stubing 1978. A very important feature of the new agreement is the inclusion of VZB (former MCI) techs in the bargaining units. This will eliminate moving work away from the proper work groups and in the long run will protect company perception and integrity with our customers. The techs in these positions will be covered by the contract and receive benefits that they were previously denied.

In conclusion, our determination won the day. We showed Verizon that we would get our fair share of the wealth we create and that we wouldn’t abandon those who went before.



CWA Locals 2100 & 2107 Present

A DAY ON THE CHESAPEAKE BAY

Come join your local for a fun packed day Rock fishing on the beautiful Chesapeake Bay.

Price includes ½ day charter boat rental (Max.10 people per boat), all equipment, bait, gratuities and buffet lunch. There are limited spaces available and all requests will be filled on a first come- first served basis. All proceeds from this event will be donated to the Roberta B. Mervine Scholarship Fund.

- **When:** Friday September 19, 2008
- **Where:** Happy Harbor Marina
533 Deale Rd.
Deale, Maryland 20751

Fishing Time: 6:00 a.m. -12:00 p.m.

Price: \$125.00 per person

All payments must be received by Sept. 1, 2008. Make checks payable to: CWA Local 2107.

2441 Holly Ave.
Annapolis, MD 21401

Lunch: Hot Buffet with Soda (cash bar available).

Cancellation: No refunds will be made after Sept. 1, 2008. Substitutions will be allowed with notification to the union hall.
