



**HAPPY NEW YEAR
CWA LOCAL 2202
MEMBERS & FRIENDS!**



Fight Continues At Verizon As Members Face Layoffs

The union continues to deal with the Article 35 force adjustments in Maryland, Virginia and Washington DC in which the company declared in late October and mid-November. The force adjustments, primarily affecting Cable Splicers in the Construction FTTP world and some clerical employees, has put some 470 members at risk of being laid off with NCS dates after 8-3-03.

To date, the union has met with the company in attempt to discuss other options to avoid lay off of our members. Those options included negotiating special pension offers to add time and/or age as well as additional financial enhancements. Another option proposed included allowing Cable Splicers to downgrade to Services Technician positions in areas where they are currently soliciting Outside Plant Technicians to move to the Services Technician title. None of options were accepted by the company. Although Verizon did give the impression that they would do their best to get rid of the contractors, however no confirmation to date that this has been cared for by the company.

The union will continue to investigate and pursue legal options available to combat the Article 35 declarations.

Several executive level grievances have been filed and data requests made regarding the following issues:

- An executive level grievance on the improper Article 35 application to members covered by the job security agreement reached under the 2008 Scope of Work Agreement;
- An executive level grievance on the surplus notification violating the MOA while Verizon continues to contract out the bargaining unit work of the EVRC's;
- Data request regarding all contractors currently being used by Verizon and the arrangements of their contracts; and
- Data request regarding all contractors being released with specifics on where, when and what work those contractors performed.

Local 2202 Continues Its Presence on the Eastern VA Labor Federation

At its December meeting, the Eastern Virginia Labor Federation, a collaborative labor movement of AFL-CIO affiliated unions, held elections of Executive Board members and Trustees. CWA Local 2202 continues to be represented among our local federation as EVP Chuck Taylor was elected as a Vice President-At Large for a three-year term. President Louie Scinaldi served in this position for several years previously.

Breaking News on Health Care Reform!

Improvements Negotiated to the Excise Tax

CWA leadership, locals and our members have led the opposition to the excise tax. From the start, CWA leaders made it clear that a tax on workers' health care was the wrong way to finance health care reform. We fought against this plan in the Senate and supported our friends in the House of Representatives who outlined better ways to finance health care reform. We supported Connecticut House Representative Joe Courtney in obtaining 190 signatures on a letter opposing the excise tax.

Because of this work, organized labor has been "at the table" and President Cohen and other labor union leaders have spent many hours talking with President Obama and White House officials to work out ways to ease the negative impact of this tax on our members. *(See "Reform" on next page)*

NOTICE OF ELECTION

NOMINATIONS FOR CWA LOCAL 2202 CONVENTION DELEGATE SCHEDULED FOR MARCH

Article XIII, Section 2 of the by-laws of the Local reads:

- The delegates and alternates to Conventions of the C.W.A. shall be nominated by the Executive Board serving as a Nominating Committee, not more than 180 days nor less than 30 days in advance of the Convention. Any member in good standing may have his or her name placed on the ballot by submitting to the Nominating Committee a petition signed by 15 members of the Local during the 30 days prior to the Nominating Committee meeting.
- Thirty days notice shall be given to the membership of forthcoming Board meeting called for the purpose of nominating. Elections shall be held not more than 180 days nor less than 30 days prior to each Convention.
- The Election Committee shall conduct the election by secret ballot through the U.S. Mail.
- The Nominees receiving the largest number of votes shall be declared elected.

This will serve notice to all members that per the by-laws of Local 2202, at the March 1, 2010 Executive Board Meeting, at 6:30 p.m. at the Local Office, 154 Newtown Road Ste. B-1, Virginia Beach, nominations will be opened for one (1) additional delegate to attend the 72nd CWA National Convention. The 72nd CWA National Convention will be held in Washington, DC on July 26-27, 2010.

Questions?

Please call the Union Office on (757) 456-2202



Dear Union Sisters and Brothers,

Downsizing, layoffs, follow your job all over the country and then getting laid off. Is this AT&T, or is it the “new and improved” Verizon? That’s right, it’s the new Verizon and we are beginning to see the edge of the iceberg. The sad part is that it is for no reason other than greed.

Years ago there was a sense of pride and loyalty you felt working for Verizon. Today there is nothing. All of the years we have spent building this company seems to have been for nothing. Verizon cares nothing about its employees and nothing about its customers. Even watching the television ads of its competition, kind of makes you feel like you wished you worked for them.

The copper plant is a disaster and the FIOS build is at a standstill. There is nobody home and there is no light on. There are a few people that have mismanaged Verizon so badly that, in my opinion, recovery is questionable at best. And those few are still making millions, while the employees and customers suffer.

There is no reason, any longer, to have pride or loyalty in Verizon. No more than they have in you. So the reason for you to be here is for yourself and your family. Show up for work, do your job, take their money for as long as you can and run. Go home and enjoy your family. Don’t give this company any second thoughts. They are not worth it.

The management ranks have been going through this for some time. They are paying for their healthcare and retirement. They have been going through downsizing for years, not knowing from one quarter to the next if they will have a job. They have gotten rid of many good managers and in many cases we are left having to deal with the stuff that floats to the top.

While you are here, take advantage of VZ TAP (the tuition assistance plan) and get all of the education you can. Prepare yourself as best you can for if and when that day may come. Get all you can from these people before they get it from you.

**In Unity,
Louie**



MOVING?
Call the union office at
(757) 456-2202
so you won’t miss your
important union
information.

(“Reform” continued from page 1)

At the same time these discussions were taking place, you were keeping the pressure on: first the House, then the Senate, and then back to the House.

All of this work set the stage for several days of continuous tri-party bargaining and through these negotiations we made significant strides, not only in protecting our members, but in protecting all middle-class families who have health insurance coverage.

CWA members will be protected through 2017. That gives us at least one and in some cases more than one round of bargaining to address the impact on our members’ plans from the changes.

This is not the plan we would have written if we were the sole author, but just like contract negotiations there is another side at the table. And, in this case there are three other sides: the House, the Senate and the White House. We are proud that the improvements we negotiated protect both union members and members of the public. Labor unions have a long history of protecting all workers and this is another great example.

Following is the list of improvements we made:

1. Delays Effect of Tax Until 2018: Provides a five-year transition window for all plans negotiated through collective bargaining and for state and local employee plans before they are potentially subject to the tax. This is what is typically done under federal laws to allow parties to collective bargaining agreements time to renegotiate the plans.
2. Raises Thresholds for Active Workers: Raises the threshold at which family plans are taxed from \$23,000 to \$24,000 in 2013 for all working families and from \$8,500 to \$8,900 for singles. Annual increases are tied to the Consumer Price Index plus one percentage point.
3. Increases Thresholds for Excessive Inflation: Raises the thresholds higher if health care costs grow faster than expected from 2010-2013.
4. Exempts Dental and Vision Plans from Threshold Calculations: This will begin in 2015, which could raise the thresholds as much as \$1,500 for families.
5. Adds Demographic Factors to Determine Plan Thresholds: Thresholds for plans that have a higher average of older workers and female workers will be modified to reflect the higher plan costs for those workers.
6. Maintains Protections for Pre-Medicare Retirees and for High-risk Workers: Preserves the original Senate proposal that would raise the thresholds for plans covering pre-Medicare retirees and for plans that include workers in high-risk professions (affecting more than nine million workers). The thresholds are \$26,000/family and \$9,850/single.

(See “Reform” continued on next page)

("Reform" continued from previous page)

7. Blending of Pre-Medicare and Medicare Premiums is Maintained: This averaging significantly reduces the affect of the tax on plans.
8. Maintains Thresholds for High-cost States: Preserves the original Senate proposal that would raise the threshold for high-cost states, affecting more than 38 million workers.
9. Health Plans Get Access to the Insurance Exchange: Allows any collective bargaining unit into the health insurance exchange in 2017, subject to collective bargaining.
10. Significantly Reduces Taxes on the Middle Class: These changes are estimated to reduce the amount of revenue raised by \$60 billion, decreasing the hit from the excise tax to \$90 billion, from the original \$150 billion over 10 years.

In addition, in the final bill there will be many other protections for our sons and daughters who do not have insurance today. For instance, pre-existing conditions cannot be used to exclude coverage.

President Cohen and CWA have been leading the fight against the proposed excise tax on health care plans, working with Members of Congress, employers, organizations, coalitions, and other groups that understand that the proposed tax would increase costs and cut benefits for working and middle-income Americans.

More than any other union, CWA's leadership has really pushed this issue in the mainstream and online media, on Capitol Hill, and in building coalitions. Tens of thousands of phone calls and personal letters from CWA members, plus visits with their Members of Congress and staff in both Washington, D.C., and District Offices have made our message heard loud and clear. This work was made possible through the Health Care Strategic Industry Fund, which enabled CWA to train field activists who carried out our critical mobilization program. Within one week alone, more than 2,000 calls were made to Members of Congress by CWA members urging them to stand strong for fair health care PAMELA C reform.

As tough as these negotiations were, this was just one of the many tough issues the House, Senate and White House leadership are working to resolve. So, while this has the support of the leadership, it now has to be sold to both the House and the Senate and all of the other differences have to be resolved.

At press time, we expect that a package will be submitted to the Congressional Budget Office for scoring. That will likely take 10 days to two weeks. Then a bill should be provided to the House where a majority of 218 votes are needed to pass it and to the Senate where a super majority of 60 votes will be necessary.

So, let us savor the success of these efforts, but recognize we still have work to do in the fight to protect our members' interests in this historic debate. With our unity MALONE and solidarity, we will turn the debate into a reality.

**Arming Our Members
With
Information is
Absolutely Essential.**



Congratulations!

To Anita Harrell and Carol Castillo who each received a \$5.00 door prize & a CWA Local 2202 baseball cap at the January 11th Membership meeting.

Vanessa Robert's name was drawn for the Pot-of-Gold worth \$594.54 & Matthew P German's name was drawn for the Pot-of-Gold worth \$198.18 at the January 11th Membership meeting.

Neither was present to claim their pot-of-gold.

The Pots-of-Gold continue to GROW!

One worth \$594.54 &

one worth \$220.20.

**JOIN US AT OUR NEXT
MEMBERSHIP MEETING ON
MONDAY, MARCH 8, 2010
AT 7:00 P.M.**

**IRONWORKERS HALL
5307 E. VIRGINIA BEACH BLVD.
NORFOLK, VA**

AND REMEMBER...

**...all members are eligible to receive a free red CWA
t-shirt by attending two (2) membership meetings
(one t-shirt incentive per member)**



**Apply Now For Joe Beirne
Scholarships**

**Apply now for college scholarships of
\$3,000 each for the 2010-2011 school year.**

Eligible are CWA members, their spouses, children and grandchildren (including those of laid-off, retired or deceased members) planning for college studies.

Final deadline for applications is
March 31, 2010.

For more information or to apply on-line visit:
<http://cwa-union.org/members/beirne/>

Educational & Life Resources Available to Help Our Members

BY BYRON "CHUCK" TAYLOR

In the wake of all of the force adjustment madness at Verizon, all of members, especially those who are affected by the surplus, should take advantage of our bargained-for educational benefits and resources such as FutureLink, advising services and the VZ-TAP (the Tuition Assistance Program). However, members who are affected by the Verizon surplus **who did not apply for a voluntary incentive to leave the payroll** should note that these educational benefits may only be available while they are on the active payroll and should take advantage of these benefits NOW. It is very likely that once persons are off of the active payroll, the company will remove our members ability to set up and access these invaluable resources.

FutureLink is an educational resource that offers both career and personal enhancement tools. It provides members with both on-line and on-site advising services, practical workshops on various subjects such as, "Organizing Your Life," "Writing A Resume That Get's Noticed", "How to Plan a Satisfying Retirement" and many others. The FutureLink program also offers various assessment tools, Home Study and Future Prep Courses. In addition, your access to FutureLink even allows you to customize the perfect resume for every potential interview using the FutureLink Resume Creator.

Registering for and accessing FutureLink is easy. And there is no charge to access all of the invaluable tools which CWA has bargained for our members career and educational development. Simply visit www.vz-futurelink.net. If you have not already registered, simply click on the link to register as a "New User", complete a short registration form and click on submit. Once registered, you will be able to log in using your new user id and passcode. The new user id which is usually assigned may be your "FIRST NAME.LAST NAME". You will have immediate on-line access to a wealth of educational resources right at your finger tips.

FutureLink resources may be accessed by telephone also. The toll-free number is (800) 497-LINK (5465). Additionally, On-Site advising services are available. Scheduling a private advising session or a group session at your work site is simple. CWA Local 2202 members may contact Almeria Grant, our FutureLink On-Site Advisor, at (757) 636-7050 or she may also be reached via e-mail at AGrant2fl@yahoo.com.

While your access to FutureLink provides access to and information on using VZ TAP, Verizon members may take advantage of prepaid tuition assistance through schools that are accredited and have been approved for payment by the Verizon Tuition Assistance Program. Information on this program may be accessed through FutureLink or by visiting www.tamsonline.org/vztap or by calling (866) 994-3470. Members, please note that there is no guarantee of payment until you actually have a "letter of credit" in hand. For this reason, it is suggested that members gain approval for the courses through VZ-TAP prior to registering for classes through the school.

The Advisory Council on Family Care (ACFC), a bargained-for committee of both union and management counterparts, also provides a wealth of services that make it easier for our members to have a balance of work and life. Services available include "Live Homework Help" which is available to assist both child and adult learners, "Careville"—a simulated on-line town which provides information and resources to help our members in a multitude of areas, "Free Promotions", and more. Members may access the services of the ACFC by visiting www.acfccares.com or by calling (877) ACFC HELPS (223-2435).

Finally, the VZ-LIFE program offers confidential services such as the Employee Assistance Program which provides employees an outlet in which to talk to someone about various life challenges. This service may be particularly helpful to members who are facing corporate downsizing and many other life-changing situations. VZ-LIFE may be reached by calling (800) 845-0632 or via the web at www.verizon.com/life. Members are reminded that while VZ-LIFE conversations are treated with the utmost of confidence there may be reason for the provider to disclose information to the proper authorities in order to prevent life-threatening behavior or behaviors that may cause harm to oneself or to others.

Various Verizon work locations may have many of these services featured. Additionally, some work locations may have access to FutureLink Advocates and ACFC Ambassadors. These individuals are employees who have been selected to be a "go to person" who can direct you to the resources that may benefit you. (See "Educational Resources" continued on next page)

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A Message From Almeria Grant, Your FutureLink Advisor

"It's Your Move", in 2010. And it's time to get into, "Organizing Your Life" and your destiny. These are two wonderful workshops that can be brought to you from FutureLink. I, Almeria Grant, your FutureLink On-Site Advisor am willing and ready to serve you as you pursue your career and educational goals this new year--2010.

Contact me to schedule a time just for you. Have lunch or brunch on me with a confirmation that you will be participating in one of our many workshops.

You may reach out to me, Almeria Grant, on (757) 636-7050 or via e-mail at agrant2fl@yahoo.com.



VZ TAP



("Educational Resources" continued from previous page)

These persons may provide a contact number to you, they may provide you with a web address or they may coordinate a FutureLink workshop at your work location with the On-Site Advisor. If there is no FutureLink Advocate or ACFC Ambassador at your work location and you have questions on any educational or work life benefit, please feel free to contact Byron "Chuck" Taylor, our local's Education Chair at the Union Office or via e-mail at BTaylor@cwa2202.org.

FMLA Process Changes at Verizon

In early December, Verizon implemented several process changes as it relates to FMLA absence handling. The first change now allows employees to submit their FMLA certification form prior to their first day of absence. It is very important that employees notify the company of their first day of absence to ensure that accurate time reporting may be inputted thereby allowing the FMLA team to communicate the FMLA determination to the employee.

An additional process change implemented deals with employees with an absence related to an unidentified certification. An intermittent absence should no longer be submitted as "New" if an employee has a related absence and has multiple certifications on file. Instead, the employee will be given an opportunity to speak with an FMLA representative to discuss the certifications on file. The FMLA team will communicate the appropriate FMLA certification number to supervisor.

Another process change deals with making contact with a healthcare provider for clarification. The company has indicated that prior to contacting the healthcare provider for clarification of information on the FMLA form, employees will first be given an opportunity to obtain the clarification from their healthcare provider.

Lastly, Verizon has indicated that the Administrative Review team will accept administrative reviews which do not specifically include the language stating that an administrative review is being requested and all documents received within the 14 day review period will be considered for FMLA request.

Members are encouraged to contact our negotiated Health Care Benefits Coordinator, Paula Terveer, with any FMLA/disability issues encountered at (888) 571-7218. Members are also reminded to contact Paula Terveer prior to submitting their administrative reviews to the Absence Reporting Center as Verizon only allows the process to be initiated once.

Payroll Processing Changes at Verizon

Verizon notified the union in early November that in April 2010 that it would be consolidating the paystubs that employees receive in order to provide a standard format. With this change, employees will be able to access and print their paystubs two days prior to their pay day. Employees who have their paychecks direct deposited will also have on-line access either from work or from home.

Employees are expected to receive communications from the company on these changes in February.

Roth 401(k) Savings Plan Option Becomes Available to Verizon Members

Per the 2008 Memorandum of Understanding, effective January 1, 2010, Verizon employees may now make contributions to the Savings and Security Plan as Roth contributions. Members were expected to receive communications from the company on this new option in December. For additional information, members may contact Fidelity at (888) 457-9333.

Welcome New Members

A BIG WELCOME to our new members and transfers into the Local!

Marsha Macklin	Denean Pittman
Kennith Ainsworth	Demetrius Harris
Christina Slaydon	Albert Newman, Jr.
Tiffany Floyd	Danny Alava
Christal King	Angelo Mella
Michelle Tatlock	

CONDOLENCES

To our members, retirees, and their families who were known to have lost loved ones or who have passed away

Anthony Marciano	grandfather
	Jerry Carson
Martrell Bentley	grandmother
Bonnie Beach	mother
William Carter	son
Nicole Boston	father
John Daley	father



**Congratulations
Nicole J Boston!**

*who located her name in ALL CAPS
in the November/December 2009 newsletter.
Locate yours hidden in this issue, call the union office
on (757) 456-2202 & we'll put \$10.00 in your pocket!*

Read about it in the CWA VOICE

CWA LOCAL 2202
 Representing members at
 AT&T Mobility,
 AT&T Telecom, Inc.,
 Avaya, VCSI,
 Verizon Communications,
 Idearc Media Services,
 (757) 456-2202

Recorder: (757) 499-8499

Website: www.CWA2202.org

E-mail: CWA2202@verizon.net

President Louie Scinaldi
 Executive Vice President Byron "Chuck" Taylor
 Secretary-Treasurer John Wills
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 Devon Curtis
 Doris Delestre-Bussey
 Cindy Gaffney
 Kathy Hillman
 Alex Long

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CALENDAR

February

**Jan. 31-Feb.1 VAAFL-CIO Legislative Conf,
 Richmond, VA**

**01 Executive Board Meeting, 6:30 p.m.,
 Union Office**

**09 Steward's Meeting, 7:00 p.m.,
 Union Office**

15 President's Day holiday observed

**16 RMC Meeting, VFW Hall,
 5728 Barteet St., Norfolk**

**17 Local Steward's Training, 7:00 p.m.,
 Union Office**

March

**01 Executive Board Meeting, 6:30 p.m.,
 Union Office**

**Nominations accepted for one (1)
 additional Convention Delegate**

**08 General Membership meeting, 7:00 p.m.,
 Ironworker's Hall, 5307 E. Virginia
 Beach Blvd., Norfolk**

Notes From The Retired Members Council

BY IRIS PERRY

The CWA RMC closed out 2009 with our annual Christmas luncheon on December 15 at the Chesapeake Conference Center. We had almost 100 people in attendance. We would like to thank all those persons who worked so hard to make the luncheon a success. Special thanks to Myrtle Vick who made the arrangements with the Conference Center, Joan Bivens who responsible for purchasing the door prizes, Frank Nugent who ordered and picked up the lovely poinsettias that were used as centerpieces and to Al Sawyer and the Telephone Committee who called all the members to confirm attendance. And we thank anyone who worked behind the scenes who made a contribution to the luncheon's success. Thank you to all of our members for coming out! What a GREAT TIME we had!

CWA Local 2202 President Louie Scinaldi installed our officers for the next two years. Frank Nugent was installed as president and Iris Perry was installed as secretary.

The RMC is sorry to hear of the loss of our member, Gerald Carson.

At press time, our next meeting will be held on January 19, 2010 at the VFW Hall, 5728 Barteet Street, Norfolk VA. Joan Bivens, our treasurer, will begin collecting dues of \$20.00 per year per member.

We encourage newly retired persons to join us at our meetings. We usually fellowship before each meeting at 10:00 a.m. and the meeting begins at 10:30 a.m.

A reminder to our members, don't forget bowling every Wednesday at 1:00 p.m. at the Indian River Lanes on Indian River Road. Even if you don't bowl, just come and cheer on the bowlers. We have a great time!

FUTURE EVENTS

January 19 - Tea & Coffee

February 16- Tea & Coffee

March 16 - Brunch

Every Wednesday, 1:00 p.m.-Bowling at
 Indian River Bowling Alley



**CWA STILL WEARS RED ON THURSDAYS.
 MOBILIZE AND LET THEM SEE RED!**

CWA VOICE JAN-FEB 2010