

CWA VOICE



The Communications Workers of America, Local 2202

Virginia Beach, VA

July/August 2005

Editor's Appeal

The Heat is On

Sweltering temperatures of 90 degrees or more makes it very difficult to find comfort when you *have to* be out in it. Many of us find ourselves either working directly in the heat of the summer or having to deal with the heat in passing, or maybe even having to deal with the "heat" in our workplaces. Consider the heat of the day compounded with the day-to-day routine of going to work and having to contend with the thoughtless decisions of our "New Age" management counterparts.

First and foremost, each day that is given by God is a good day. A widely accepted theological concept is that "everything that comes from God is *good*". So, why then, "is there so much *heat (or hell)* in the workplace?"

Can you not see in some shops where workers are provoked into rage (heat) behind perceived thoughtless reactions by management in response to just a few irreconcilable differences? How some management pronounces discipline (heat) on the whole when it was only a fraction of the employee population that was found to be a part of *the* problem anyway. Yes, as working people, we should take ownership for our actions. But, why should everyone take ownership of a *deficit* that we cannot possibly claim as our own? Our New Age management must learn the concept of appropriating deficits as they occur, thereby balancing the weight in an equitable fashion. In other words, managers must learn to become "good managers". They must learn that simply identifying a problem and putting the pressure on everyone (and at inappropriate times) in a particular workgroup *is not truly the answer*. Those that consider themselves a good manager must learn to use appropriate methods of acknowledgement to those that require it and be able to utilize fair and acceptable methods of reinforcement. Psychologists call these methods "*positive reinforcement*". People learn over time through reinforcements that are conducive to change.

And a whole lot a *change* is occurring right here within our Local. As if job consolidations, new technology, and not to mention the day-to-day changes in company organization and work processes are not enough to keep us busy. We all know that some change is imminent. However, the implementation of it occasionally can require another look.

★Notice of Election★

Nominations for Local 2202 Officers Scheduled for September

Article XII, Section 1 of the by-laws of the Local reads:

- Nominations of Local Officers, Executive Board Members and Convention Delegates shall be made from the floor of the Membership Meeting in the month of September of each election year.
- Nominees can be candidates for only one office.
- Notice of nominations and election of Officers, Executive Board Members and Convention Delegates shall be sent to each member at least 15 days before nominations are opened.
- Nominees for the Offices of Vice President will be six (6) for members employed in the private sector, one (1) for members employed in the public sector. Only members in good standing who work in the private sector can be nominated for the six (6) Vice Presidents for the private sector. Only members in good standing who work in the public sector can be nominated for the one (1) Vice President for public sector employees.

This will serve notice to all members that per the by-laws of Local 2202, at the September 12, 2005 Membership Meeting, at 7:30 p.m. at the Ironworkers Hall, 5307 E. Virginia Beach Boulevard, Norfolk, nominations will be opened for the offices of President, Executive Vice President, Secretary-Treasurer, six private sector Vice Presidents, and one public sector Vice President.

The current officer's terms will expire on December 31, 2005.

As unionists today, we must ensure that management is doing the right thing contractually, legally, and ethically. Like a conscientious student, seek answers to concerns you have where you feel your rights have been violated or have the potential of being violated. Do not be afraid to seek the aid of your union. And get actively involved in your union activities. Additionally, take ownership in your community, especially by voting. And hold those who are put in position to lead accountable for their decisions.

We have a lot at stake as working persons. 2008 will present contract negotiations at Verizon, presidential elections, and the fulfillment of a challenge for working people everywhere. Let us take every good day that God has given us to teach a lesson on effective labor relations and keeping situations "cool" in the midst of a heat wave.

-Byron "Chuck" Taylor



Dear Union Brothers and Sisters,

With all that has been going on the last few months I guess the question is, "how do you stop the sleaze?" Sometimes what happens is so blatant that you must be thinking "how can management be that stupid!"

With the closing of the RCMAC, at the initial meeting with manage-

ment, we laid out the way the employees would be dealt with. As jobs became available the company would ask in seniority order who was interested and place that employee. If there were not enough volunteers, they would go in inverse seniority to place an employee. Four days before three employees were to report to new jobs the company decided to change the rules and use inverse seniority by evaluation. Meaning if you had an ER rating and you did not want that particular job, the company would skip over you and force the employee with an MR rating, even though they had more seniority. I can't even begin to imagine who thought this one up. It took several phone calls to straighten out that issue, but the company ultimately did the right thing.

At the National Marketing Center the problems are ongoing. The company's "in your face" disregard for our contract and lack of respect for our job stewards and our members has caused many grievances, but still continues. So far we have been able to get one management person moved from that office, which has made it better for all. We are starting to get a handle on these problems but in this case it has become a long process. I am hoping that the majority of the problems are due to lack of experience on management's part. In one day, we filed twenty-one grievances on the fact that grievances were either not scheduled to be heard or not answered in a timely manner. That problem has been corrected. Again, I hope that was part of the learning curve.

In another case involving one of our outside crews, there was a problem with technicians not doing customer call backs. So the supervisor decided to have a crew meeting to discuss the issue. The only problem was that the meeting consisted of the crew sitting in the inner circle, the supervisor sitting in the center, and the 2nd level along with all of his reporting supervisors peering in from the outer circle. Needless to say, it was not a very productive meeting. I can't understand why any supervisor would want to air his dirty laundry in front of his peers and their boss, and place his crew in the most uncomfortable situation you could imagine. In this case, I think, hopefully the supervisor learned a valuable lesson and I don't see any crew meetings with multiple supervisors in his future.

All three cases are unrelated, from different departments with different management people. Some managers are experienced and some not so experienced. Who can figure how management

comes to these decisions. I guess the point that I am trying to make is that each one of us must be the eyes and ears for each other. Management should be made to deal with their screw-ups just as we are forced to deal with ours. We must address each and every issue as it happens because the more that slips past us, the more management will try to get away with.

**In Unity,
Louie**

CONGRATULATIONS!

To Carol Castillo and Nancy Tanney who won the \$5.00 door prizes at the July 11th Membership Meeting.

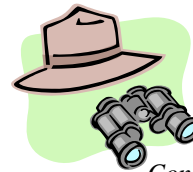
Regina Lawrence Peele's name was drawn for the Pot-of-Gold worth \$330.30 at the July Membership Meeting. She was not present to claim her prize.

The Pot-of-Gold has grown to \$352.32.

**JOIN US AT THE NEXT
MEMBERSHIP MEETING ON
MONDAY, SEPTEMBER 12, 2005
7:30 P.M.**

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

**Nominations for Local 2202 Officers
are on the agenda for this meeting**



Congratulations!

Mike McMahan

*located his name in the May/June
newsletter.*

*Locate your name hidden in ALL CAPS in
this issue—just call the union office at
(757) 456-2202 & we'll put \$10.00 in your
pocket!*

Read about it in the
CWA VOICE

On Organizing
Cingular Campaign
BY STEPHANIE PAZUR

We had a luncheon meeting with the Cingular technicians on June 27, 2005 at the Union Office. In attendance were Richard Verlander, District 2 Organizing Coordinator, Louie Scinaldi, Local President, and myself. Out of twelve Cingular techs in this area, we had nine of them in our meeting. The other three technicians were on vacation. The meeting lasted about an hour and forty-five minutes with Richard Verlander answering questions and pointing out how the union would be instrumental in securing their futures and by giving them a voice in the work place.

The next meeting is tentatively scheduled pending the District Coordinator's schedule. At the next meeting we will give the technicians copies of the Cingular orange contract.

Meanwhile we continue to approach the Cingular employees at the retail stores. They really have had no clue of what we are approaching them about; however, they have been very receptive to us. Vice President Carol Castillo has had excellent luck and seems to have an instant rapport with one of the store managers.

Freeze on Jobs for Verizon Members

Verizon has notified the Union of a freeze on lateral movement or downgrades in our area as described below:

Glen Jones Director group:

Maintenance Administrator
Sewells Point Road

Management Plan Clerk
Sewells Point Road

Effective: 07-03-05
Ending: 08-31-05

Henry C. Adamson Director group:

Central Office Technician
Maintenance Administrator
Frame Attendant
Manager's Clerk
Management Plan Clerk
Storekeeper

Effective: 06-16-05
Ending: 08-15-05

Welcome New Members

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

Pamela Britt
Lloyd Johnson
Alex J. Long
Kelly Andrews
Kenney Hymon
Matthew Cheek
Clayton Lewis
Michael Smith
Jeremy Claar
Alton Todd III
Lorenzo Jackson
Mark Trimm
Derikk Troutman
Christopher Lee
Fredrick Towner
Edna O'Brien
William Kearney
Devon Artis

More Women's Committee Pictures from the Harborfest Event

(See story on previous page)



Local Seeks Assistance On Behalf of Members

The Local has recently taken action to seek assistance through the National Union requesting assistance for two of our members in the Verizon Connected Solutions-VCSI (formerly BACCSI) shop. Both are members in good standing and have suffered enormous losses.

Lawrence (Larry) Lota, a Multi-Media Services Technician for eight years, has been diagnosed with terminal 4th stage cancer which has metastasized to his skeletal system. Due to the brittleness of his bones and excruciating pain he is experiencing, Larry is no longer able to work. His short-term disability ended on May 31, 2005 and although he is approved for SSI, the payments will not begin until November. He was the sole support of his family which includes a wife and four children.

Isaac (Ike) Miller, a Multi-Media Services Technician with eight years with the company, has suffered several tragedies. One year ago, he lost his mother to cancer. A few months later, his sister was diagnosed with a brain tumor, had surgery, and passed away a few months later. Soon after losing his mother and sister, his wife was diagnosed with breast cancer, and has had multiple surgeries and treatments. Recently, she was diagnosed with a malignant brain tumor which is inoperable and has been given nine months to live. Ike has been taking unpaid time off from work to care for his wife and two children.

While our Local is in the process of raising funds for both families, we solicit both your prayers and your support of any activities that we have in place to assist them.

To make a donation to help these families, checks may be made payable to Lawrence Lota and/or Isaac Miller and mailed directly to the Local at: CWA Local 2202, 154 Newtown Rd., Suite B-1, Virginia Beach, VA 23462.

Thank you in advance for your generosity.



Labor Day 2005 September 5

Celebrating Working People

Labor Day is celebrated on the first Monday in September. Labor Day is the one day that honors the contributions of working men and women to America's social and economic life.

So, on Monday, September 5, 2005, be proud and celebrate the many contributions of your labor and as an esteemed member of the CWA Local 2202.

The Committee also was asked by the YWCA in Norfolk to work at the Harborfest event serving bottled beer. The proceeds from this activity benefited the Norfolk YWCA Battered Women's shelter and the HER Shelter.

The Women's Committee is presently conducting a food drive to benefit the Samaritan House. Containers for non perishable food items are being placed at all Verizon work locations. If you have any questions about this activity or wish to donate, please contact a Women's Committee member or call the Local at (757) 456-2202. (*More Women's Committee pictures on next page*)

Verizon Requests Updating Beneficiary Designations

Verizon has requested that the Union remind employees to ensure that they have designated a beneficiary for their life and pension plans.

Verizon employees may update or make beneficiary designations on line at www.resources.hewitt.com/verizon or may call the Benefits Center at 1-877-275-8947.

Other represented members who want to check their beneficiary designations may contact their company's benefits department also.

Women's Committee Yard Sale and Harborfest Activity Benefits Charity BY KATHY HILLMAN

CWA Local 2202 Women's Committee has been hard at work. On Saturday, May 21, a yard sale was held to benefit the Samaritan House, a United Way agency which serves as a safe haven for victims of domestic violence and homeless families. The yard sale project raised \$325.00 for the agency and all that was not sold was donated to the agency.



Local 2202 Women's Committee Members at the Yard Sale benefit on Saturday, May 21, 2005.

LET THEM SEE RED

CWA STILL WEARS RED ON
THURSDAYS

ZZZZZZZZ...
BY CHRIS DAVI DSON

Hey! Wake Up! It's almost 36 months to go before our contract expires!



There are going to be many developments in this country and in the world, like we've never seen. Stretch your minds for a few moments...what do you see and where do you see yourself in three years? Will we have a national sales tax? Will the remaining space shuttles be viable? Where is China now? Taiwan Independence? Nuclear capacity of Korea and Iran? A homecoming parade for all the troops after Iraq? Chinese crude oil demand? Verizon and CWA? Supreme Court? Double EISP and buyouts?

Many great employees of Verizon will be hitting the 30 year mark over the next three years. Their experiences will be greatly missed upon deciding to move to the next experience life has to offer. CWA will experience the same as new hires become members and the "Pioneers" get new blood. Just imagine the summer of 2008. Who is running for President and Vice President of the United States? Hilary Clinton vs. George Allen? Mark Warner vs. Jeb Bush? Will existing party candidates switch parties to jockey for position not seen since the likes of Zell Miller and Mills Godwin? The forecast is HOT, HOT, HOT!

Let's work together to build a great company, a strong union, a fantastic bargaining agreement for another five years, and an elected government that stands by the people.

The Alfred E. Cunningham Memorial Scholarship Winner

Colleen McKenzie



CWA Local 2202 proudly announces the winner of the 2005 Alfred E. Cunningham Memorial Scholarship. Colleen McKenzie,

the wife of Brian McKenzie, a Rugby Street Services Technician, is this year's winner of the \$500.00 scholarship. There were three alternates drawn in the event that the winner declines the scholarship or becomes ineligible. The following persons were drawn as follows, 2nd place, Kristin Burnett, the daughter of Richard Burnett (1st Colonial Rd. shop), 3rd place, Wendy Merritt, the step-daughter of Andrea Kane (Cleveland Street) and 4th place, Erin J. Harrell, the daughter of Anita Harrell (Cleveland Street).

At printing time of this newsletter, we were not able to make contact with the winner, therefore, will attempt to provide career aspirations of the winner in a future issue of the *CWA VOICE*.

**CONGRATULATIONS
TO ALL OF YOU!**

The *CWA VOICE* is seeking someone in our Local who can create humorous cartoons and character sketches.

Reporters from various shops around the Local are also sought.

**Interested?
Respond to
BTaylor@CWA2202.org or
call the Union Office on
(757)456-2202**

Problems With Working Retiree's Agreement in Some Areas

The Union has appealed to Verizon that there are some problems with the implementation of the Working Retiree's Agreement in some areas. Items addressed to the company include:

1. The Union not being aware of the work locations of retired employees in order that new member orientations may be conducted. One of the stipulations of the agreement would be that retired employees become members of the Union.
2. In some areas, working retirees are receiving preferential treatment. The agreement states that, "working retirees will not receive preferential treatment over regular employees in terms of tour selections, work assignments, etc."

Some of the latter issues have been resolved at the Director levels; however, there are still some issues that remain unresolved.



Notes From the Retired Members Council
BY BETTY CARPENTER

The Regular meeting was held on June 21st with a short meeting at 10:30 a.m. followed by a Picnic with fried chicken, hamburgers, hotdogs and all the trimmings including desserts made by some of the members of the Club. It was GREAT seeing and visiting with friends and co-workers. At this meeting we celebrated Jim Breakall's birthday and Ann Varn won the 50/50 raffle.

FUTURE EVENTS

No meetings scheduled for July or August
(Have a GREAT Summer)

September 20-Craft & Yard Sale
Members will furnish the crafts and yard sale items (no more than 3 items)

October 18-Covered Dish meeting

November 15-Soup Luncheon

December 20-Christmas Luncheon

Every Wednesday at 1:00 p.m.-Bowling at
Indian River Bowling Alley
Come Join Us!

Every Thursday Night at 5:15 p.m.
we meet at different restaurants and have dinner and visit with one another.
(We are happy that Margaret and Luther Becraft joined us for dinner.)

The following members have not been well: Henry Roughton, Sally Hope and Doris Edwards.

We are sorry to learn of the death of our good member, Roland Midgette.

Margaret Becraft and her group of travelers went to Lancaster, PA in June and saw the play, "Ruth", which everyone stated was an excellent play.

Quoting George Burns, "You can't help getting older, but you don't have to get old."

And Ward Cleaver, Leave It To Beaver, "You're never too old to do goofy stuff."

CONDOLENCES

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

Nicole Keith-Adams	(Grandmother)
Christopher Boone	(Father)
Billy Fritz	(Father)
R. Curtis Parker	(Grandmother)
Mark Bright	(Brother)
Jeremy Catchings	(Mother)
Barbara Cunningham	(Husband)
John Smith	(Wife)
Susan Morgan Smith	(Self)
Flossie Gwynn	(Self)
Roland Midgett	(Self)
Ruth Howington	(Brother)



The CWA VOICE
Expresses heartfelt sympathy & condolences
to the family of our former member & reporter

Susan Morgan Smith



CWA LOCAL 2202
 Representing members at
 Avaya,
 Norfolk Bureau of Emergency Services,
 VCSI,
 Verizon Communications,
 Verizon Information Services (VIS),
 SBC Telcom, Inc.
 (757) 456-2202
 Recording: (757) 499-8499

Website: www.CWA2202.org E-mail: CWA2202@exis.net
 President Louie Scinaldi
 Executive Vice President Paula Terveer
 Secretary-Treasurer John Wills
 Vice Presidents Carol Castillo
 Audrey R. Collins
 Kathy Hillman
 Alex Long
 Regina Roberts
 Byron "Chuck" Taylor

The *CWA VOICE* is published bimonthly by CWA Local 2202
 Byron "Chuck" Taylor
 Editor

John Wills, *Executive Editor* Chris Davidson, *Reporter*

COMMUNICATIONS WORKERS OF AMERICA, AFL-CIO
 Local 2202
 154 Newtown Road, Suite B-1
 Virginia Beach, VA 23462

Non-Profit Org
 U.S. Postage
 PAID
 Norfolk, VA
 Permit No. 198



Labor CALENDAR

July

- 19** A two-day women's rights convention began in *Seneca Falls, New York* in 1848. Some 260 women attended the meeting to discuss their social, civil, and religious rights, including the right to work for a living and collect their own wages.
- 29** In 1970, the *United Farm Workers* forced grape growers to sign a contract after a five-year strike.

August

- 01** Executive Board Meeting, 6:30 p.m.
Union Office
- 03** In 1981, the *Professional Air Traffic Controllers (PATCO)* strike against the Federal Aviation Administration began. *President Ronald Reagan* fired the workers three days later.
- 07** In 1890, *Elizabeth Gurley Flynn*, a founding member of the *Industrial Workers of the World*, was born.
- 09** Steward's Meeting, 7:00 p.m.
Union Office
- 10** Women's Committee Meeting
Contact Union Office for meeting location

- 16** *George Meany*, the *American Federation of Labor* president who helped facilitate the partnership with the *Congress of Industrial Organizations* to form the *AFL-CIO*, was born in 1894. A plumber by trade, he became the first AFL-CIO president.
- 22** Barbers of *Battle Creek, Michigan* organized a union, elected officers, and appointed trustees in 1890.
- 24** In 1827, the *Mechanics Gazette*, the first US labor paper, was published in Philadelphia.
- 25** A small group of black employees of the *Pullman Company* established the *Brotherhood of Sleeping Car Porters* in New York City in 1925. *A. Philip Randolph* was invited to address the group and became its first organizer.
- 26** *Women's Equity Day*. Anniversary certification as part of the US Constitution, in 1920, of the *19th Amendment*, prohibiting discrimination on the basis of sex with regard to voting.
- 28** In 1963, *Martin Luther King, Jr.* made his famous "I have a dream..." speech at the *March on Washington for Jobs and Freedom*.
- 29-31** CWA Annual Convention
Chicago, Illinois

September

- 01** In 1997, the *federal minimum wage* was raised to \$5.15 an hour, affecting some 7 million American workers.
- 05** Labor Day observed

On this date in 1882, thirty thousand workers march in the First *Labor Day* parade in New York City.

Also on this date. Federal agents raided the *IWW (Industrial Workers of the World)* headquarters in 48 cities on September 5, 1917.
- 07** Executive Board Meeting, 6:30 p.m.
Union Office
- 09** Community Services Committee Participates in United Way's Day of Caring

Boston Police Strike of 1919. After the city refused to allow Boston patrolmen to unionize, three-fourths of the police force went out on strike in 1919. The strike led to widespread looting by citizens, and Massachusetts Governor Calvin Coolidge put down the strike by calling out the entire state militia.
- 12** General Membership Meeting, 7:30 p.m., Ironworkers Hall
Nominations for Local 2202 Officers on agenda