



Verizon Announces 4th Qtr Surplus With Some Force Adjustment Under Article 35

BA HUM BUG! It appears Verizon is playing the 'Scrooge' card this holiday season. In late October, approximately 1,078 jobs across our district have been declared surplus by the company. All of the employees affected were mailed an Enhanced Income Security Plan (EISP) package to their homes as an incentive to voluntarily separate from the company.



But that's not all, the Potomac Regional Operations organization under M.J. Johnston (5th level management) has notified the union that it will be unlikely that the EISP will be sufficient to meet the surplus

and the company's intentions would be to invoke the force adjustment provisions under Article 35 of the General Agreement which may require part-timing, reassignment to lower paid job titles or classifications, involuntary transfers which necessitates a change of residence and termination or layoff of regular employees with a net credited service date of August 3, 2003 or later. This declaration by the company puts approximately 470 employees across CWA District 2 at risk of being affected by the force adjustment. Titles within the jurisdiction of CWA Local 2202 that have been declared surplus by the company are listed to the right along with the company's declared surplus amount by title. Jobs affected by the Article 35 declaration in Johnston's Potomac Regional Operations organization are listed also.

While it is expected that the company will proceed with the steps necessary to reduce the head count in affected work groups by the force effective date in late January, the union will totally engage its mobilization efforts and will continue to challenge the company's unjustified surplus declarations. It is crucial that all members remain connected through the mobilization structure by ensuring that the local has their most up-to-date contact information. Contact your Local Vice President, Shop Steward or call the Union Office on (757) 456-2202 to update your information.

Idearc Contract Ratified By 100%

The Idearc contract was ratified with 100% voting for approval. It is a 3-year contract with an expiration on October 12, 2112. We would like to thank the District 2 bargaining team which included Steve Holland, CWA Staff Rep, Les Evans, President Local 2108 and Travis Carpenter, Vice President Local 2222.

Titles declared surplus only within Local 2202:

- 1 **Consultant** and 1 **General Clerk** under Dir. Nelson Rodriguez (FSRC organization),
- 1 **Network Services Coordinator** under VP Paul Tassinari (former NAC),
- 1 **Storekeeper** amongst all Eastern VA locations under VP Christine Baron

Titles declared as Article 35 within Local 2202 in the Johnston organization:

- 15 **Customer Service Clerks** among MD, Richmond, Roanoke & VA Beach under VP Payne,
- 23 **General Clerks** among MD, Richmond, Roanoke & VA Beach under VP Payne,
- 5 **Office Clerical Assistants** among MD, Richmond & VA Beach under VP Payne,
- 30 **Customer Service Clerks** among MD, Richmond, Roanoke & VA Beach under VP Custis,
- 1 **General Clerk** in VA Beach under VP Custis,
- 1 **Manager's Clerk** in VA Beach under VP Custis,
- 5 **Office Clerical Assistants** in VA Beach under VP Custis,
- 1 **Office Clerk** in VA Beach under VP Custis,
- 1 **General Clerk** among Lynchburg (Roanoke), NORVA & Norfolk under VP Stephenson,
- 13 **Management Plan Clerks** among Richmond, Roanoke, NORVA, Norfolk/VA Beach & FGTE under VP Stephenson,
- 1 **Manager's Clerk** among Richmond, Lynchburg (Roanoke), NORVA & VA Beach under VP Stephenson,
- **Cable Splicing Technicians** in various locations/various organizations under VP Stephenson

Verizon Cancels Potomac Loaned Tech Agreement

On September 28, the Union received the 30-day notice from the company to cancel the Potomac Loaned Tech Agreement that was signed in March. The agreement provided job security protection for certain techs in non-fiber deployed areas in exchange for the company's ability to borrow a specified number of techs from other Verizon units to perform FiOS work in the M.J. Johnston operations organizations under VPs Stephenson and Childs. Thus, the fight continues at Verizon.



Dear Union Brothers and Sisters,
 Unfortunately we are sitting here in the middle of more Verizon EISP offers and layoffs. There never is a "right" time but Verizon's timing is disgraceful. In my opinion, Verizon is going through a force reduction just because they can, without any care for its customers or its workers.

With all of the loss of jobs, the people of our country watching every penny they spend, if they have a penny to spend and the federal government putting all kinds of plans into action, this is not the time.

This is the time for corporate responsibility and I am not speaking only about Verizon. This is the time to put that almighty dollar and corporate greed aside. This is the time to do the opposite of which Verizon has chosen to do. This is the time to create jobs and help get our economy and our country out of this horrible drudgery we have been in. It's the time to keep people in jobs so they can put more money into the economy. The responsibility to the stockholders should easily be outweighed by the responsibility to the employees as well as our country.

We have a chance to turn this mess around and instead of helping to do just that, Verizon is feeding into it. They should be ashamed for what they are doing to their workers, the communities we live in and the country in general.

Verizon, your actions are deplorable!

At this point, we must all pull together as union brothers and sisters.

In Unity,
 Louie



Congratulations!

To Alex Long and Kendra Wynder who each received a \$5.00 door prize & a CWA Local 2202 baseball cap at the November 9th Membership meeting.

Daniele Nixon's name was drawn for the Pot-of-Gold worth \$594.54 & William H. Adams' name was drawn for the Pot-of-Gold worth \$176.16 at the November 9th Membership meeting.
Neither was present to claim their pot-of-gold.

The Pots-of-Gold continue to GROW!
 One worth \$594.54 &
 one worth \$198.18.

**JOIN US AT OUR NEXT
 MEMBERSHIP MEETING ON
 MONDAY, JANUARY 11, 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)



***Congratulations!
 Clinton R Brooks***

*who located his name in
 ALL CAPS in the
 September/October 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**



MOVING?

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

CWA VOICE NOV-DEC 2009

Article 35 - Force Adjustment Language Simplified

As many of our members across the district are affected by the company's declaration of Article 35--specifically the force adjustment language of the General Agreement, we have decided to include a simplified step-by-step version illustrating the process when the company has invoked the Article 35 language. Please note that this simplified format of the force adjustment language in no way substitutes what has been detailed in the General Agreement, therefore members should familiarize themselves with the language as it is written in the contract.

STEP 1: The company identifies a need to make a force adjustment. The company is required to identify the effective date and the work groups/titles/locations affected by the adjustment.

STEP 2: Before making any changes which would include transfers, layoffs, or part timing the company offers ISP packages. (See Article 36A)

NOTE : Exhibit VII specifies that the company will offer an Enhanced Income Security Plan before proceeding to a layoff.

STEP 3: If the company believes the ISP packages aren't enough to meet the required head count adjustment then they must notify the Union at least 90 days in advance so that negotiations can take place about the method or methods to be used.

STEP 4: 60 days before the date that the force adjustment takes effect the company notifies the Union of all vacancies that are available to the impacted workers. They are offered to all regular employees in seniority order and the worker has 7 days to accept or decline. (See Article 35, Section 4 for more details) If an employee is limited in his choice of an available job for specific reasons (see Article 35, Section 4(c)), the employee may be paid a termination allowance or if s(he) has 5 or more years of net credited service, he may claim the job of the least senior employee within a 35 mile radius as specified in the language.

STEP 5: If after Step 4, the company still needs to relieve head count they will lay off all temporary and occasional employees and work complete all regular term employees. If more adjustment is needed then the company may offer workers with less than 5 years of service part-time positions.

STEP 6: Those with more than 5 years of service may claim the positions of the least senior of all employees within a 35 mile radius that have the same job title or a job that they have previously held. Only employees that are able to perform the work can claim a particular job. (See Article 35, Section 6 for more details)

There is also language that speaks to reemployment if the company needs to hire workers within 3 years of a layoff in a particular workgroup. (See Article 35, Section 8)

Executive Level Grievance Filed On Fail Rate of Surplused Employees on Consultant Test

In mid October, the Union filed an Executive Level Grievance related to the fail rate of recently surplused employees taking the secondary test or sales interview for the Consultant job title. At the time this grievance was filed approximately 10 employees who passed the written paper test had been notified that they had not passed the secondary test. Considering the dire circumstances that had put these employees at risk of being removed from the active payroll, CWA is requesting that Verizon waive the secondary testing for these surplused employees.

We will keep you posted on the developments surrounding this issue.

Verizon - Frontier Sale Opponents Lobby at West Virginia State House

Union members and community supporters opposed to the sale of Verizon's landlines to Frontier Communications took part in a grassroots lobby day on October 14 at the Capitol in Charleston to talk with their state legislators about the impact of the sale on the future of West Virginia. About 75 members from CWA's ten local unions who work for Verizon or Frontier participated.

The grassroots lobbyists started their day in a conference room provided by State Treasurer John Perdue where CWA District Two Vice President Ron Collins gave members a short briefing about the importance of gaining support from our elected representatives to oppose the sale. Members were also welcomed by Attorney General Darrell McGraw as well as officials from the state AFL-CIO.

At the Capitol, union members talked with their legislators about why the sale could hurt future economic development in West Virginia and requested that each legislator write to the Public Service Commission (PSC) opposing the sale.

After lunch, union members packed a meeting room where CWA VP Ron Collins briefed the Labor Caucus about how, if approved, the sale could jeopardize West Virginia's future economic development. Following the Labor Caucus meeting, everyone met with Senate Majority Leader H. Truman Chafin, who enthusiastically signed a pledge card.

The highlight of the day was a Joint Committee "hearing" where representatives of the PSC, the Consumer Advocate Division, Verizon, CWA and Frontier briefed legislators and answered questions about the deal.

Members of CWA did a great job of making it clear to their elected officials why the sale of Verizon to Frontier is a bad deal for the state of West Virginia.



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

Benefit FYI For Idearc Members

With the conclusion of the on-line benefits enrollment which occurred from November 10-23, Idearc members should receive confirmation statements by mid-December. It is very important that members compare the information on the confirmation with what was actually selected during enrollment. During enrollment, employees should have had the opportunity to print an on-line confirmation. If available, this should be compared to the confirmation which will be sent by the company in December. If there are errors, employees must contact Benefits immediately.

Members who enroll in Cigna will receive new cards in early January.

2010 Verizon Benefits Update

In our last issue, Verizon advised that participation in certain HMOs for VA members would be terminated for 2010. We were later advised by Verizon that the following HMOs for VA members would be continued for current enrollees, if they desire, however frozen for any new enrollees:

- Cigna Healthcare VA
- Aetna HMO

Additionally, we found that Verizon had no intention in providing 'Health Plan Comparison Charts' to enrollees who's coverage was being cancelled and defaulted into the new EPO. Verizon maintained that if enrollees wanted an HPCC, then they would have to call the Benefits Center to request it. This is another departure of how we have historically conducted benefit renewals.

As a reminder, members who miss making a change during the open enrollment dates of October 15 through October 28, may make changes after this time period until the close of business December 31. Changes requested after October 28 will be made by telephone contact only. The Verizon Benefits Center may be reached by dialing (877) 489-2367.

Vz Emergency Military Leave Agreement Extended

In order to support Verizon members who are activated or who enlist in the armed services for emergency active military duty in support of certain military operations, the 'Emergency Military Leave' agreement has been extended to continue providing additional benefits from October 1, 2009 through September 30, 2010. This agreement details the specifics of pay treatment and certain benefits for these employees.

VCS Provides OT Caps for 1st Half of 2010

Verizon Connected Solutions, Inc. (VCS) has notified the union of the mandatory overtime limits for the first half of 2010. According to the General Agreement, the company must specify the months in which each of the overtime limits (10 for seven months and 15 for five months) are applicable.

The company has released the following OT caps:

- Jan - 10 hour cap
- Feb - 10 hour cap
- Mar - 10 hour cap
- Apr - 10 hour cap
- May - 10 hour cap
- Jun - 15 hour cap

Welcome New Members

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

Monika Cassell
Regina Thomas

Chesapeake NMC Becomes Business Sales & Service Center

On October 22, an official announcement was made that our wholesale group, the National Market Center in Chesapeake, would become a retail center for business customers. The entire office would be responsible for sales and service for commercial customers and would now become a part of the sales organization under VP Andrea Custis. Formal training is underway at the 505 Independence Pkwy office in Chesapeake and the duration of each training class is expected to last for 50+ days.

Senate Votes FMLA for Flight Attendants

After a 16-year delay, flight attendants are about to win Family and Medical Leave Act protections after the Senate voted to extend coverage to airline workers.

The Senate approved the Airline Flight Crew Family and Medical Leave Act, S. 1422, closing a loophole in the law that has enabled airlines to deny airline workers FMLA benefits. The 1993 law provides workers up to 12 weeks of unpaid family leave a year, but airline management has claimed that the law did not apply to flight crews because they did not work traditional 40-hour weeks.

"We look forward to an expedited process to finalize this very important bill and for President Obama to officially sign it into law this fall," said AFA-CWA President Patricia Friend. The House passed virtually identical legislation last year and is expected to adopt the Senate's version of the bill before the end of the year so that it can go to President's Obama for his signature.

CWA: Customer Service Professionals Month Recognizes Workers in a Tough Profession

The Communications Workers of America marked the month of October as Customer Service Professional Recognition Day, recognizing the accomplishments and professionalism of customer service professionals in the United States. CWA represents about 150,000 customer service workers in telecommunications, media, airlines, public service and other sectors.

“Customer service professionals have a very difficult job and face many stress factors on the job. It is important to acknowledge their hard work, dedication and professionalism, especially in October as unions around the world observe Customer Service Professionals Month,” said CWA Executive Vice President Annie Hill.

At CWA-represented worksites and other locations, customer service workers participated in celebrations and other observances. Customer service professionals also supported their colleagues at Telefonica who want to bargain rights through a global postcard campaign. Additionally, customer service professionals wrote handwritten letters to their legislators encouraging their support of real health care reform.

Local celebrations also included cakes compliments of CWA Local 2202 served to our customer service professionals at 5701 Cleveland Street in Virginia Beach and 505 Independence Park-way in Chesapeake.



‘Customer Service Professionals Day Event at Cleveland St. in Va Beach’ (pictured l-r) Stw. Andrea Kane & VP Carol Castillo



Local Customer Service Professional writing a letter to her Congressman as Stw. Andrea Kane looks on.

A Message From Almeria Grant, Your FutureLink Advisor



Holiday time is upon us! Don’t get lost in the hustle and bustle. Your future may appear to be at stake, however, FutureLink is here and awaits you.

Contact me, Almeria Grant, to start connecting the links towards your future. The new year, 2010, is only a few days away. Why not start planning now! Let’s start the process to enhance your opportunities for your bright and shining future ahead!

You can contact me via e-mail at agrant2fl@yahoo.com or by telephone at (757) 636-7050. Happy Holidays!



CONDOLENCES

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

Almeria Grant	brother
Keisha Artis	father & sister
Westly Styron	grandmother-in-law
M. “Buddy” Phillips	mother
Joseph Merritt-Evans	sister
Shawna Yeaton	grandfather
	Dorothy ‘Dot’ Loveless
Joyce DeBerry	son
April Tillery	cousin
Jason Barry	grandmother
Robert Barry II	grandmother
Pam Sutherland	mother

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 AT&T Telecom, Inc.,
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CALENDAR

December

- 07 Executive Board Meeting, 6:30 p.m.,
Union Office
- 11 CWA VA State Council, Richmond, VA
- 15 Steward's Meeting, 7:00 p.m.,
Union Office
- CWA RMC Christmas Luncheon,
Chesapeake Conference Center

25 **Merry Christmas!**

January

- 01 Happy New Year!
- 04 Executive Board Meeting, 6:30 p.m.,
Union Office
- 11 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 had its regular meeting November 17, 2009. After the meeting, we had a soup and sandwich luncheon. Members brought their own sandwich and the club provided the soup. Our next meeting will be our Christmas Luncheon to be held at the Chesapeake Conference Center on Tuesday December 15. Our callers will be contacting members for reservations.

We are sorry to hear of the death of Dot Loveless. Dot had been a member of our club for many years before she and her husband, Sandy, moved to Florida. There are no illnesses to report at this time, however, we ask that members notify Sally Hope of any future illnesses in order that a card on behalf of the club be sent.

Margaret Becraft and Myrtle Vick have a trip planned for Atlantic City N.J. on January 31 through February 2. The cost of the trip is \$169 per person with \$60 returned to members as a bonus. This is going to be a fun trip. If you are interested, please contact Margaret or Myrtle. They are busy working on more trips for the new year.

Members, please note that if you are not present during your birthday month--you will not be eligible to win the birthday drawing. *We are getting better at singing Happy Birthday, so you don't want to miss that!*

Our members that bowl on Wednesdays are having a great time doing so! We bowl every Wednesday at 1 p.m. at the Indian River Bowling Center. Won't you come on out and bowl with us. And perhaps you don't bowl, just come out for the fellowship.

FUTURE EVENTS

December 15 - Christmas Luncheon

January 19 - Tea & Coffee

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

Every Thursday Night at 5:15 p.m.-We meet at
various restaurants for good food & fellowship

Labor



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