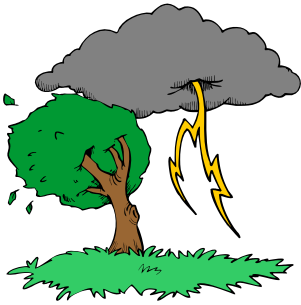


NEWSLETTER

Communication Workers of America
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CONTRACT NEGOTIATIONS AT FRONTIER - RHINELANDER SUCESFUL

The Local, along with District Staff Rep, Joy Roberts, was successful in securing a new 3 year agreement with Frontier for the Rhinelander unit. There were several changes that will impact new hires (hired after June 1, 2010) with regards to absent paid time (vacations and sick time) and pensions. The Local was also successful in gaining a 401k savings plan for these new hires that includes a 50% match. The 3 union members from within the unit that were on the Bargaining Committee worked very hard to preserve and protect the wage and benefit levels of the Contract. Overall, with very little increase in health care costs to the membership they will receive a 2% wage increase each year of the agreement. Top pay in the Contract at the end of the term will be \$27.52 per hour. The Contract was ratified by a vote of the membership in early June of this year. A hearty thanks goes out to the Bargaining Committee and the membership for their support of the process. The draft agreement has been proofed and is in the process of being printed and will be distributed soon.

EDGERTON CONTRACT NEGOTIATIONS STILL ON GOING

The Contract with the public employee for the City of Edgerton are moving at a snail's pace. The Contract expired on 1/1/2010 and has been extended on a day to day basis. So far the City has not been interested in giving any wage increases to the employees unless the employees are willing to assume costs in their health care. So far the membership has said a steadfast no to accepting additional costs for health care. Local Vice President Jane Snethen has been chairing those talks and will continue in that capacity until a new Contract is reached. Getting wage recognition/increases, especially in public sector units, is getting tougher and tougher these days and the economy and Obama policies are not working to make it much better either.

CONTRACT TALKS TO OPEN SOON

Negotiations for new Contracts at two units of CWA Local 4671 will get underway soon. The Prairie du Chien PD and the Reedsburg City Unit will be selecting committees and establishing bargaining priorities within the next month. Both Contracts expire at the end of 2010 and given the economic mood of public employers, both of these sets of talks should prove to be very challenging at best. As Local president I expect to be involved heavily at both bargaining tables.

NATIONAL MOA's RENEGOTIATED AT VERIZON/FRONTIER

On June 30, 2010 (and not a moment too soon) the national union renegotiated the National Memorandums of Agreement (contained in the back of the Contract book. These MOA's encompass and provide for some very important benefits and recognitions. Having them signed, sealed and delivered before July 1, 2010 (the takeover of Verizon by Frontier) means that the *new* Frontier will be contractually obligated to them for the course of the new 3 year agreement. As I said: not a moment too soon! Now if we can get the newly renegotiated contract with Verizon/Frontier proofed and printed we will be in good shape on that project.

ORGANIZING ATTEMPTS AT CENTURY LINK STARTING

Now that Century Link has hooked up with (bought out) Quest Communications they are much larger than they were a few months ago. As you will most likely remember, Century Tel merged with Embarq to form Century Link. Now with sucking up Quest, Century becomes a more heavily unionized company. Quest is very heavy into union. The national leadership of CWA has determined that now is the time to gear up some organizing drives among the remaining non union portions of Century. If we can be successful at this, all employees at Century, union and nonunion alike, will benefit from it. Century leaves a lot to be desired and improved on in the area of employee health care cost sharing. Now that Century is gaining stature among the "big players" in telephony, they can no longer whine and cry about being too small to provide top notch wage and benefits. The Local has gotten several comments and suggestions about the need to organize the rest of the company. However, so far none of those suggestions and comments have been accompanied by any offers of help from rank and file union members. One thing should be made perfectly clear up front, without the help and boots on the ground involvement of rank and file local union members in the effort, it will fail. So for those of you who are the first to complain and accuse, remember to offer up your services in the effort to get this thing done. Sitting on the side lines and calling out plays but expecting others to get in the game won't get it done. The game is a whole different and difficult endeavor involving a lot of hard work and dedication by a lot of people. In the near future union members of CWA Local 4671 will be given an opportunity to get on board and help, please consider answering the call. And this is not just for Century Link members to help with, all Local 4671 members are welcome and are needed to participate! We have a Contract with Century Link that expires in February of 2011 and that's just around the bend. We need to be on a much stronger footing by then in order to have some chance at success!

NEW KIDS ON THE BLOCK

As of July 1, 2010 Frontier Communications has consumed a large portion of Verizon wire line services. With the purchase Frontier triples in size. Likewise their responsibilities, obligations and problems will triple as well. The union workers at the former Verizon, now Frontier, know how to make an employer financially healthy and profitable, if only the company will allow them to do it! There were some very troubling comments made by the Frontier labor guru in the opening minutes of the new Frontier that should have been noticed by all union brothers and sisters. Frontier is not a company that is accustomed the benefit level that Verizon union members are used to and no doubt the company thinks that they will be able to change that "mindset" quickly in future negotiations. Not so fast Frontier. It took us a long time to get here and we didn't do it by walking backwards. We can be your best friend or your worst nightmare. You choose. Also troubling is the Frontier management mindset about contracting out our work. Any union member or anyone else for that matter, understands that as a company contracts out more and more work, the regular employees become less and less secure. When the company comes to depend less on their own forces to get the work done and more on outsiders, the outcome is not a good one for us or the customers. Already Frontier is making overtures about recruiting and using contractors. In fact they are plundering new depths by trying to recruit among retired Verizon employees. Understandably, Verizon left Frontier in bad shape employee wise, with all of the retirements in the first half of 2010 and the terrible hiring and staffing job done by Verizon, Frontier was left in less than stellar shape. But contracting is not the answer to a healthy bottom line or ability to maintain and improve services and expand the customer base. Surely Frontier must know this. There are those bottom feeders who will stoop to contracting out to their former employer and thereby endanger the job security of those who were their co-workers only a few weeks ago, but we will resist that effort with everything we have. And then some.

APPROVED ARBITRATIONS NEED TO BE ACTED ON

As of now the Local has three arbitration requests approved for court action but so far they have not been acted on. They have been hanging around and getting much to stale. They need to be adjudicated right away, no question about it. The union members involved in these cases have been more than patient with the union on this and the Local will be addressing this matter with the union Staff Rep who has failed to arrange a date for these cases to be heard by an arbitrator. It is a battle to get approvals from the union to begin with on a case and there can be no acceptable excuse for not acting on them once they have received approval. The Local also has a verbal commitment on approval of an arbitration for our Frontier-Rhineland unit dealing with seniority bridging and we will be putting a full court press on getting that one to court as well.

POLITICAL ACTION NEEDED RIGHT NOW!

The nation elected Mr. Obama to enact change and make things better in our country. Someone needs to remind him and his administration of that. So far economic trends and job availability have gotten worse and worse. Labor worked far too hard to get him elected only to be treated in this way. A wake up call is due. For far too long we have been told by our labor leaders that everything republican is bad and everything democrat is good. Neither one of those statements is entirely accurate. We have been taken for granted by some of those in the democratic party who were supposed to be our "friends". It seems that we only matter when they need our dollars for their re-election and our "boots on the ground" to stump for them. If the Democratic Party wants to continue to benefit from our support, then they had better heed to call and start acting like we mattered to them as much as their own re-election does! There are a lot of dues paying union members who will tell you that the dems do not have our best interest at heart. So far the dems are making the case for them. Let's hope it turns around and turns around quickly. For their sake and ours!

NOTICE OF LOCAL ELECTION RESULTS

In the recently held election of CWA Convention Delegates for Local 4671, these were the results:

Ballots mailed out: 445

Ballots voted and returned: 160

Ballots spoiled: 2

Individuals elected and the number of votes they received:

D. Tollison - 74

A. McNeary - 88

S. Kotel - 86

B. Keller - 67

Keller will not be attending but will instead be an alternate. The other three will represent the Local at the Convention, in Washington D.C. in July. We wish them well in their duties at the meeting and congratulate them on their elections.

That's all the news for now. Keep well, keep strong and get informed and involved. The job you save may be your own.

Mike Oliver

CWA Local 4671

President



Grievance Report - CWA Local 4671

Status as of July 11, 2010

CenturyLink

Century Link's purposed changes to the health insurance which take effect January 2010 (North). Refusal by Century Link resulted in unfair labor practice against Century Link. Two hearings have been held. Third hearing has been held with the N.L.R.B. (Pending answer.)

Century Link's purposed changes to the health insurance which take effect January 2010 (South). Refusal by Century Link resulted in unfair labor practice against Century Link. Two hearings have been held. Third hearing has been held with the N.L.R.B. (Pending answer.)

Century Link's purposed changes to the health insurance which take effect January 2010 (East). Refusal by Century Link resulted in unfair labor practice against Century Link. Two hearings have been held. Third hearing has been held with the N.L.R.B. (Pending answer.)

Century Link's purposed changes to the health insurance which take effect January 2010 (West). Refusal by Century Link resulted in unfair labor practice against Century Link. Two hearings have been

held. Third hearing has been held with the N.L.R.B. (Pending answer.)

Termination of Employee for misuse of company time (West area). Awaiting top step meeting.

The company is using non union engineering employee to continually and consistently perform bargaining unit work for the Rice Lake area exchanges. Company declined to hold grievance meeting. (Appealed to top step second step was ignored.)

Frontier Telephone C.O.

Management employee transferring to craft wanting time bridged for seniority recognition. (Appealed to arbitration.)

Prairie Du Chien Police Department

None at this time.

New Frontier Unit (f-Verizon)

Employee was terminated for attendance issues. (Meeting held awaiting top step answer.) Call Center.

Salaried non union employees are writing work orders and de-loading cable pairs. (Has been approved for arbitration.) South area.

Employee was wrongly denied the option to bump (displace) a junior employee in the most recent force reduction. (Approved for Arbitration.) North area.

Employees not receiving their overtime meals as outlined in the contract. (Has been accepted and approved for arbitration.) Call Center.

Members in the E.V.R.C. were coded unexcused not paid when they could not get to work due to the snow storm. (Top step meeting held awaiting answer.) Call Center.

The company has violated a contract article as well as past regional practices. Pay upgrade for CZT II classification for performing circuit work. (Answer received appealed to top step.)

Company is failing to maintain Central Office work force. (Appealed to arbitration.)

The company is eroding the bargaining unit membership by the use of contractors in the position of CZT I at the Wausau Main office.

The company is eroding the bargaining unit membership by the use of contractors in the position of CZT I in the East area.

The company is eroding the bargaining unit membership by the use of contractors in the position of CZT I in the South area.

Management performing craft work. (South area.)

The company is eroding the bargaining unit membership by the use of contractors in the E.V.R.C. (Call center.)

The company is eroding the bargaining unit membership by the use of contractors in the position of Engineering Dept. (North.)

The company is eroding the bargaining unit membership by the use of contractors in the position of CZT II (North.)

The company is eroding the bargaining unit membership by the use of contractors in the position of BTL Techs. (North.)

The company is eroding the bargaining unit membership by the use of contractors in the EVRC. (Sun Prairie complex.)

Members applied for open reqs. Passed all qualifications were offered and accepted the position's only to have the company pull the positions and tell members the positions are no longer needed.

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Company supervisor has engaged in ongoing harassment.

Member was denied union representation during a discipline meeting.

Member received letter of discipline for actions on 4/6/10.

Member received letter of discipline for actions on 4/6/10.

Compiled/submitted by Timothy D. Gile, Secretary CWA Local 4671.