



THE EAGLE



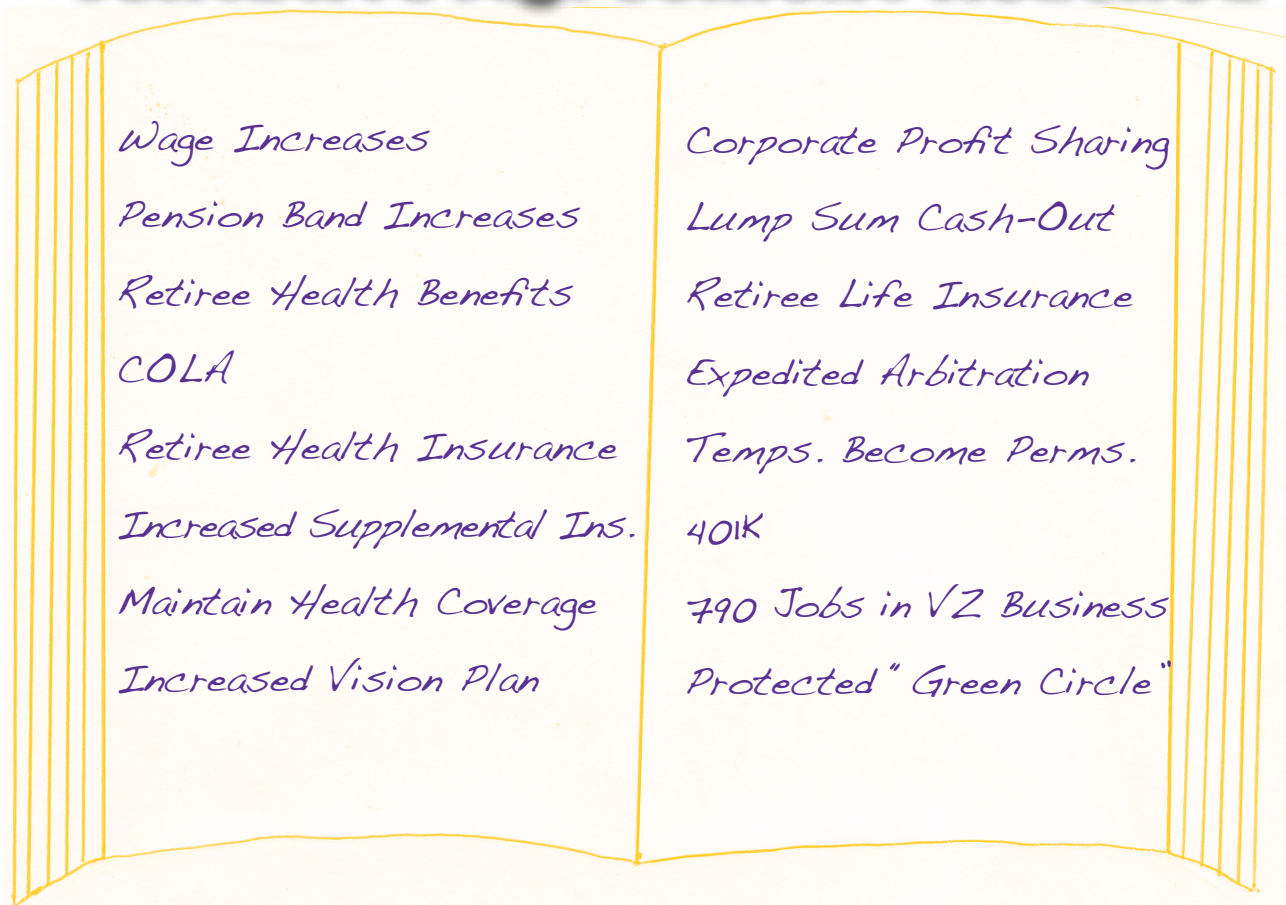
LOCAL 1103

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September 2008

Tentative Agreement Reached





As this paper goes to press, CWA has reached a tentative agreement in principle with Verizon. The unprecedented level of education, engagement and mobilization of everyone brought this agreement to fruition in a very tough economic and political environment. It


was tenacity and solidarity of the union membership, and the strength and resolve of our bargaining committee that achieved this. The following are the highlights and an in-depth explanation will be gone over at our contract ratification meeting.

Continued on page 3

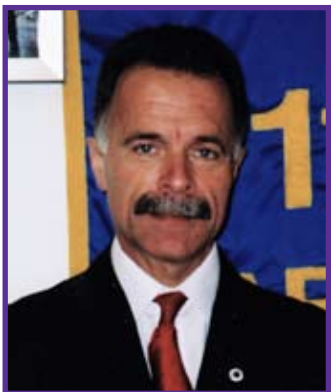
Highlights of Tentative Agreement. **\$\$\$** pg. 3 & 8

Mobilization Pictures  pg. 4 & 5

Annual Golf  R.S.V.P. pg 6

Annual Picnic.  pg. 7

In My View . . .



YOU DID IT!!! As everyone knows by now, the clock stopped at midnight on August 2nd and we kept on working under our old contract. I was certain that we were not going to have an agreement, only because Verizon had not budged one bit on their medical proposals (or lack of them) for active employees and retirees, but significant progress was made at the last minute, enough progress that the CWA National Union called for us to continue working. I credit this solely to you – the Members of CWA, here is Westchester and Putnam Counties and across the Verizon footprint.

The rally in New York City on July 26th where thousands of Members showed up demanding a fair contract and would walk if they hurt our retirees was awesome. There were huge rallies in many other cities across the Northeast U.S.; but our Workers' Rights March-Rally on Friday, August 1st, in front of the Verizon bargaining team at the Rye Town Hilton from little 'ol 1103 was one of the greatest. Many of those cars driving out were Verizon and they reported back about the enthusiasm of the crowd and the commitment we all had to each other. Those signs "No Contract – No FiOS" sent a shiver from the top down. Within 24 hours, negotiations at the Rye Town Hilton and in Washington took an immediate turn for the better, so much so that when I went on the conference call at 11 PM with only one hour to go, the progress that had been achieved in one day was amazing. When we kept up this same pressure throughout District One, and Verizon knew that we were ready to strike the next Sunday at midnight, a tentative agreement was reached.

Our new tentative three-year agreement achieves union employees' major goals of promot-

ing union jobs and expanding bargaining rights, providing health care for both active and retired workers, and increasing wages and pensions for everyone to name just a few. There is a more in-depth explanation in this issue of The Eagle.

I want to credit Vice President Kevin Sheil for making mobilization work. His work and the work of the other mobilizers throughout District One were so instrumental in putting the pressure on to get us where we are today. Thanks again to everyone for your tenacity, your solidarity and your commitment to getting a fair contract.

JOSEPH A. BARCA, Jr.
President



THE EAGLE

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OFFICERS / STEWARDS

Joseph A. Barca, Jr. President
Kevin Sheil..... Vice President
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BUSINESS AGENTS / STEWARDS

Mark Crumm John Gentile
Ron Mangeri Joe Mayhew Anthony Pugliese

STAFF

Christopher Cutter Assistant to the President
Fran Gottron Organizer
Anthony Masini Office Administrator

Union Hall: 914-939-8203 Tape: 914-939-8205
website: www.cwa1103.org

EDITOR: Chris Cutter

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Tentative Agreement Reached . . .

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Hey Verizon! Can you hear us now?

6,000 CWA& IBEW Members rally in NYC for a fair contract.

Wages

- * 3.25% effective 8/3/2008
- * 3.5% effective 8/2/2009
- * 3.75% effective 8/1/2010

COLA

One half of the increase of the CPE-W in excess of 3.75% between May 2009 and May 2010.

Corporate Profit Sharing

- * \$700 minimum distribution
- * Paid in March of '09, '10 & '11

Pension Band Increases

- * 3.25% effective 10/1/2008
- * 3.5% effective 10/1/2009
- * 3.75% effective 10/1/2010

Pension Lump Sum Cash-Out

* Pension Distribution Option remains in the contract with no change in the language by which the amount is calculated.

* Available at any time for the length of the contract.

Savings & Security Plan

* Add a Roth option to 401(k) plan

* Allows investment of post tax dollars with no taxes applied to investment returns when assets are later distributed.

VZ Business

* 590 Techs in plant contract with carveouts

* Bring new VZ-B work to CWA represented locations. 100 at end of '09 and 100 at end of '10.

Temps. to Perms.

* approximately 1,200 temporary employees will become permanent.

Retiree Health Benefits

* Fully paid, no retiree pays during life of agreement.

* Any change in future health plans for retirees will be negotiated in the same manner as for active and future employees.

* No current retirees will pay for health coverage through 2011.

* No active employee who retires will pay for health coverage through end of 2011.

* Caps on company contribution to the cost of retiree health coverage in 2012 and after:

1. Prior to age 65 & Medicare eligible.

a. Retiree only: \$12,580

b. Retiree +1: \$25,160

c. Retiree + family:

\$32,450

Continued on back page

GOLF BENEFIT

18th Annual CWA Local 1103

Gerry Horgan & Ray Borella Memorial Open

FRIDAY, SEPTEMBER 26, 2008

\$150 per person

Shotgun Start @ 9:30 A.M. - Scramble Style

Registration & Breakfast @ 8 A.M.

Lunch on the Links

Buffet Dinner

Hole-in-One Contest (2008 Automobile & other prizes) Gifts

Raffle

Prizes



BEEKMAN COUNTRY CLUB

Hopewell Junction, New York

(845) 226-7700

No money will be accepted at the door. All reservations must be paid in advance
CALL THE UNION HALL AT (914) 939-8200 FOR RESERVATIONS

Please Note: The Beekman C.C.'s golf shoe policy is no metal spikes allowed.

ALSO - NO COOLERS ALLOWED ON THE COURSE & COLLARED SHIRTS ONLY
Mobile beverage carts will be available all day during the outing

All Proceeds Go To The
Ray Borella & Gerry Horgan Families

RAIN DATE AVAILABLE IF NEEDED

2008 Annual 1103 Picnic



Presenting 50/50 \$\$\$\$

Two of our prettiest racers

The famous egg toss

Father & son share a minute

And they're off

Scholarship winner Vanessa Brembs

Let's get some food!

On the jungle gym

Doing a line dance

The Annual 1103 Picnic was held on Sunday, June 27th at the Ridge Road Park in Hartsdale with over 200 attending. Every child either won a prize at the games or was given a consolation prize for trying. As in the past, the picnic was free for Members and retirees who attended, because all of the checks that were sent in to RSVP were returned when they checked in at the door and got their free gifts. This year it was a stadium cushion for games, or as one lady said, it was going to be used when she does her gardening.

Of the 10 scholarship winners that were drawn at the June General Membership Meeting, **Vanessa Brembs**, the daughter of 999 Nepperhan Ave. **Field Tech John Brembs** was on hand to accept the \$2,000 E. Gerald Horgan Scholarship, **Kevin Scrobola Jr.**, the son of Arlo Lane **Field Tech Kevin Scrobola** was present to accept one of the \$1,000 Executive Board Scholarship and 1103's **Secretary/Treasurer Doug Sheahan's son Douglas** was on hand to accept the other. We want to thank **Bob McCormick** who helped check people in and sell tickets for the COPE 50/50 raffle, won by **Pleasantville TTA John Scavarda** who collected \$151, and **Al Archibald** and **Domenic DiMezza** for running the games. Every kid was a winner, because every child that participated got a prize.

Tentative Agreement

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2. After age 65 & Medicare eligible.

- a. Retiree only: \$6,330
- b. Retiree +1: \$12,660
- c. Retiree + family:
\$18,990

New Dispute Resolution for
Faster Resolution of Grievances
to expedite suspension and dismissal cases.

ALSO

- *Increases in Retiree Life Insurance benefits
- *Increase in supplemental insurance with ability to purchase 5 times salary
- *Extend all existing District and Local Agreements.
- *Increase in Vision Plan
- *No new contracting initiatives
- *Renew letter protecting surplus (green Circle) Members.



COMMUNICATIONS WORKERS OF AMERICA - LOCAL 1103

(AFFILIATED WITH A.F.L.-C.I.O.-C.L.C.)

345 WESTCHESTER AVENUE • PORT CHESTER, NY 10573



PERIODICAL

General Membership Meeting and Ratification Vote



*** * ***



Tuesday, September 9th

5:30 p.m. Sharp

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Meeting Rooms

Westchester County Center, White Plains