



THE EAGLE

LOCAL 1103

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January 2009

Introducing our newest Business Agent - Kevin Scrobola



***President Barca
administers the Oath
of Office to Northern
I&R Business Agent
Kevin Scrobola as
Vice President Kevin
Sheil holds the bible***

When Ron Mangeri decided not to seek reelection as the Northern I&R Business Agent for family reasons, Kevin Scrobola from the Rock Cut in Peekskill ran for the position. Since no one else opted to run for that position, Kevin was elected and officially took over on January 1st.

Many 1103 Members from the northern area know him personally or professionally; but many don't, so we would like to introduce him. He has been a CWA Member for over 22 years starting out in New York City. Here in our Local he was a Job Steward from 2000 to 2002 until he became a Chief Steward. The job he has held for our Local since then.

Like many 1103 Members that are very active in the Local and in their communities, so is Kevin. He has co-chaired our fundraising efforts for the

Maria Fareri Children's Hospital, did fundraising for the 1103 Toys for Tots softball tournaments, is active in our Blood Bank solicitation drives, has worked with us at the Westchester Central Labor Council on our political activities, such as phone banks and going door to door, and went to Reading, Pennsylvania with us when we conducted our "Labor to Labor" walks working to get Barack Obama elected.

Besides the many duties that he will now assume, one of them will be representing non-bell units in Connecticut; but we are lucky because he has already bargained some of those contracts and is ready to take over immediately. The Officers and Executive Board wish him the best and look forward to working with him.

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In My View . . .



2008 was a banner year for Local 1103. Kevin Sheil was elected as our new Vice President but we lost Business Agent Ron Mangeri who elected not to run for re-election. The rest of your Officers and Executive Board were re-elected without opposition, except for Doug Sheahan who won his election. Anthony

Pugliese took over for Kevin when he moved up and Kevin Scrobola became the new B.A. when Ronnie stepped down.

And speaking of elections, I want to thank all of the volunteers that went to Reading and Philadelphia, Pennsylvania to go on Labor to Labor Walks to help get Barack Obama elected. I want to thank those volunteers that did Labor Walks in Danbury, Stamford and New Milford, Connecticut to get Congressman Chris Murphy re-elected. You know he was targeted by the National Republican Congressional Committee when President Bush made a point to personally be at a fund raiser in New Milford that raised over \$1 million for his opponent. And I want to thank everyone that went door to door here locally, hand-billed at the train stations in the morning before work and manned the phones after work during this campaign season. You all did a tremendous and selfless job and you deserve everyone's thanks. Our country and our union will benefit for it.

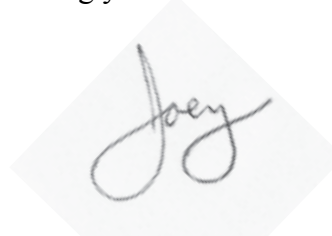
I want to thank the Chief Stewards and Steward for everything they do. They are on the front lines and I know they are some of the best in the country. We processed over 350 second step grievances last year, which means they handled – and settled – thousands of first step grievances. In West Haven, Connecticut, one grievance netted \$4,500 for our Members while others not only saw Members receive big money awards, but more importantly, jobs were saved.

We did a much needed change in our By-Laws to bring them up to date; gave \$10,000 in scholarships to eight sons and daughters of 1103 Members in good standing; raised \$30,000 for the Maria Fareri Children's Hospital; saw our Life Members Club go to Lincoln, Nebraska to fight for retiree rights and benefits; and got a good contract ratified in Bethel, Connecticut for the

Paraprofessional we represent.

The Executive Board, the Steward Body and you did all of this while fighting to get a fair and equitable contract – which we did. The rally in New York City that turned out 6,000 CWA and IBEW men and women chanting “No Contract – No Peace” made front page headlines all over the Northeast. Our own Workers Rights March from the Union Hall to the Rye Town Hilton, where the Verizon bargaining was taking place, with our Members chanting “No Contract – No FiOS” just one day before the contract deadline left little doubt in Verizon's mind that we were in it for the long haul – and without any givebacks.

So to my CWA 1103 Brothers and Sisters, THANK YOU for everything you do. On behalf of the Officers and Executive Board, we look forward to having another banner year and serving you for another three.



JOSEPH A. BARCA, Jr.
President

THE EAGLE

Proud To Be 1103

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Christopher CutterAssistant 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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AT PORT CHESTER, NY 10573
January 2009

2009 Scholarships Available



Union Plus Scholarship

Applications for the 2008 Union Plus Scholarship program are available. To download an application go to www.unionplus.org and go to the "College Scholarships for Union Members" then follow the prompts to the scholarship section. The application **deadline is January 31, 2009.** Due to the high volume of applications, only winners will be notified. Since 1992, this program has provided over \$2.5 million to students of working families who want to begin or continue their secondary education and over 1,700 families have benefited since its inception. The Union Plus Education Program is offered through the Union Plus Education Foundation.

ELIGIBILITY: Current and retired members in good standing of unions participating in the UnionPlus program, their spouses, dependents, foster or step children. The individual must be accepted into an accredited college, university or recognized technical or trade school at the time the award is issued. The

amount of the awards range from \$500 - \$4000 and is a one-time cash award.

CWA Joe Beirne Foundation

The CWA Joe Beirne Foundation was established in 1974 to honor the name and memory of the founding President of CWA, who served for more than 30 years.

Any member in good stand-



ing, their spouses, children and grandchildren (including dependents of laid-off, retired or deceased CWA Members) may apply. Applicants must be high school graduates or at least high school students who will graduate during the year in which they apply. Undergraduate and graduate students returning to school may also apply. Prior winners are not eligible.

Fifteen (15) two-year scholarship, to be paid at the rate of \$3,000 annually, are awarded each year. Winners, selected in a lottery drawing, will also receive a second-year scholarship of the same amount contingent upon satisfactory academic accomplishment. Part-time students (less than 12 credits) will receive half of the scholarship monies. No specific studies are required. Scholarship winners may pursue whatever course they wish.

Applications are now being accepted and the **deadline is March 31, 2009.** Applications should only be submitted through the online application form. Go to cwa-union.org/members/beirne to apply. Then go to "Members Service" on the left and follow the prompts.

The Local 1103 scholarships will become available in the Spring and the applications and eligibility will appear in *The Eagle*.

DOUGLAS SHEAHAN
Secretary/Treasurer

Watch for Local 1103's Scholarships!!!

The announcement and application form will be this Spring for 8 sons and daughters of Members in good standing.

Scholarships range from \$2,000 to \$500



75 SEMINARY HILL ROAD
CARMEL, NY 10512-1921
TEL: (845) 225-3400
FAX: (845) 704-6173
WWW.ARMSACRES.COM

TO: Local 1103 Members
FROM: Jimmy Downes
RE: Arms Acres & Conifer Park

Dear 1103 Members,

I have worked for the CWA Member Assistance Programs for over 27 years, referring members and their families to inpatient and outpatient mental health and substance abuse treatment.

All of the healthcare workers at Arms Acres and Conifer Park Alcohol and Substance abuse treatment centers are CWA union members.

During these very difficult times in our working lives, stress and anxiety levels are increasing tremendously and without help can lead to serious mental health problems and excessive drinking and using drugs. Misuse of prescription drugs is becoming a major problem in our country. Early intervention and treatment for these problems is extremely important and can save families years of suffering and pain. When a person has mental health or alcohol and drug problems, it affects the entire family.

Tommy O'Halloran is the director of the Local 1103 Member Assistance Program. He is a Certified Labor Assistance Professional and helps 1103 members and their families find treatment and recovery for these issues. All calls are strictly confidential. For outpatient mental health issues, CWA has a network of providers that work with us and know our issues at work and at home. Many of them agree to absorb co-pays and use sliding scale for family members who have no benefits. For inpatient mental health problems Holliswood Hospital, represented by Local 1199 continues to treat CWA members and their families.

Arms Acres in Carmel, NY and Conifer Park in Glenville, NY have helped CWA Members and their families find recovery from alcohol and drugs for over 25 years. They have both inpatient and outpatient treatment.

Many 1103 members and their families have found recovery from alcohol and drugs and solutions for mental health problems through your union assistance program and are able to come to work and lead healthy and productive lives. This process takes place privately and confidentially.

UNION MEMBERS HELPING UNION MEMBERS

CONTACT NUMBERS:

Tommy O'Halloran, LAP-C – 917-579-1706

Jimmy Downes, LAP-C – 203-240-3937

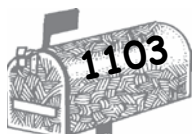
Managed by Liberty Behavioral Management Corp.

Ronald McDonald Leaves A Bad Taste With Union Workers

**DON'T SUPPORT
McDONALD'S – THEY
DON'T SUPPORT US**

The McDonald's Corporation has publicly announced that Congress and the U.S. Senate should not support the Employee Free Choice Act. Apparently they are afraid that their employees will unite and join a union because of the deplorable wages, lack of benefits and the shameful working conditions that are forced upon them.

LETTERS TO THE LOCAL



Dear Chris and Joey,

I know you had the opportunity to be many places on Election night (even home with your family) to watch the national and state results come in, but on behalf of the Westchester delegation, thank you being with us. Your presence showed how much you care and how much the political process is important to you, the CWA and the American Labor movement.

We watched history being made and everyone was so proud to be an American that evening. We can be proud to say that we were part of the "Change" that America wants and needs, but now we must deliver on our promise.

As Congress reconvenes, I will do everything I can to help make America better, and with friends like you guiding me on workers' behalf, we will succeed.

/s/NITA

Nita Lowey, Member of Congress

East Shore District Health Dept. Get's Contract Public or Private Sector — Healthcare is the Battleground

The Members of the East Shore District Health Department have fought for over a year to win a fair contract. The predominant issue remains the same for them as it continues to be for all working Americans – and that is Healthcare. The difference here was that they have a Union to fight for their medical coverage.

It's a sad fact that the vast majority of Connecticut's municipal workers pay a portion of their healthcare premiums. It's a trend that started ten years ago as health care costs began to soar with double digit increases. Subsequently, private sector employers, where less than 7% of the workers are unionized, began by cutting healthcare to their employees. In a classic domino effect, arbitrators began ruling against us and with the employers, forcing us to pay a portion of our premiums. Their rational was: The majority of taxpayers pay for their healthcare. Why shouldn't we?

In order to protect their

healthcare and minimize the costs to everyone, the ESDHD Bargaining Committee conducted an extensive analysis of the units' Rx usage. This was done to fight back a regressive demand to cutback on their drug plan. After months of bargaining this single issue, the employer finally agreed to modify its proposal and provide safeguards to shore up any possible shortfalls in the Rx plan. Other gains to the four year contract included:

+First time dental plan for Members and their families.

+An employer matched Flexible Spending Account

+A \$300 annual clothing allowance

+Reduction of progression time to top pay

+3% raises retroactive to the contract expiration date

+Bump up of \$1,250 to top pay before the 2nd year contractual raise 15.07% wage increase at top pay over the life of the contract.

**JOSEPH MAYHEW
Business Agent**



*Have a
Safe and
Happy
New Year*

Register
and Vote!



COMMUNICATIONS WORKERS OF AMERICA - LOCAL 1103

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

345 WESTCHESTER AVENUE • PORT CHESTER, NY 10573

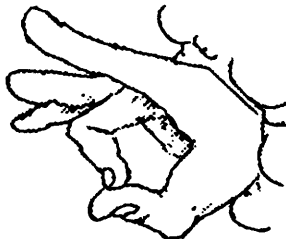


PERIODICAL

If It's Thursday . . .

THEN YOU MUST BE WEARING RED

IF NOT...



IT'S TIME FOR
A WAKE UP CALL!



Bargaining a Contract is Never Over.
It is Always an Ongoing Process Between Agreements.
Show Your Solidarity Every THURSDAY!