



THE EAGLE

LOCAL 1103

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CWA Local 1103 Welcomes New Members

As a result of the major union organizing campaign which began in January 2005 and culminated with the settlement agreement negotiated in August 2008 between CWA and Verizon, CWA Local 1103, welcomes forty-two new union Members into its ranks.

We thank the former Verizon Business employees who had the fortitude and courage to fight the threats and anti-union poison permeating within the walls of Verizon, the Verizon Core CWA Members who helped "Tear Down the Wall" by standing up for their new brothers and sisters by always keeping the fight in the forefront, and CWA Local 1103 organizer **Fran Gottron** for his dedication and contribution in making this a reality.

Effective December 28, 2008, the work of Thirteen-State/DC Area Apprentice Technicians, Technicians, and Senior Technicians employed by Verizon Business in its Operation Support Centers



Business Agent Mark Crumm fields question at New Members Meeting

and the work of those employed by Verizon Business which perform other types of defined work became Union. The service company established is the sole contractor for this work and shall perform the work exclusively and is now party to the labor agreement with CWA. There were approximately 600 Verizon Business employees in such positions in the Thirteen-State/DC Area, and they are now CWA Members.

Bringing along forty-two new union Members at the same time is not an easy task; it sometimes seems that there are more questions than answers. The effort has proved even more difficult due to "carve outs" that were negotiated which eliminates some language within the plant contract for those new Members. Some contractual articles apply to all Verizon Members and some contractual articles apply to only Verizon Core Members. The learning curve for everyone

continued on page 3

Welcome
New
Members!pg.1 & 3



Political
Page. pg. 4 -5



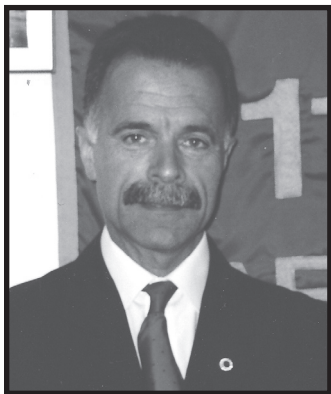
Letters
to the Local
..... pg. 6



1103
Scholarships
.....pg. 7



In My View . . .



After serving two tours in Vietnam, Christopher Cutter came to New York in 1969 and applied for a job with the New York Telephone Company due to his Army background in communications. However, his job in the telephone company led him on another career path. He became involved in Local 1103 and has been working for the Union since 1974.

As Assistant to the President, he worked tirelessly on behalf of the Members. He is the editor/writer of the Union's newspaper, which has received over 40 awards. As the political coordinator for the Local Chris served on three congressional panels and advised our representatives in Congress on the issues that affect America's workers and has lobbied for laws to protect the rights and safety of working men and women in Washington, Albany and Hartford.

In these trips he also spoke up about the need to keep the budgets focused on education because he did not want to see our children forgotten in favor of a pet project somewhere in the state. He thought his political involvement came to its peak when he and his wife Anne were invited to attend the Clinton inauguration in 1997, but when he was invited to attend the Obama inauguration and ball two months ago to, it capped his pre-retirement.

During his 38+ years here, he has been invited to lecture at New York University, SUNY, Westchester Community College and Cornell University. At Cornell he developed a labor history course that was taught in high schools. His community involvement included fundraising for the American Red Cross, the Boy Scouts of America and the Olympics, and has served on the Board of Directors of the Child Care Council and the United Way. He was also the Vice President of the Westchester/Putnam Central labor Body that represents over 110,000 union men and women.

It was Chris' love for his Union that kept him out very late at night twisting the arms of local

town, village and city officials regarding the need for them to approve the Verizon cable franchise agreements. He attended every town board meeting (sometimes on three and four separate occasions) that saw 34 franchise agreements out of the 34 he fought for. 34 – 0 is a pretty good batting average.

On February 15th, Chris made his decision to retire from Verizon and Local 1103. He and his wife plan to spend their time being grandparents for their three grandchildren and going to Yankee games. I know I speak for all the Members he has helped along the way when I say – We love you man and we will miss you.

Your Friend,

THE EAGLE

Proud To Be 1103

Official Publication of the
Communications Workers of America Local 1103

OFFICERS / STEWARDS

Joseph A. Barca, Jr. President
 Kevin Sheil.....Vice President
 Douglas Sheahan..... Secretary/Treasurer

BUSINESS AGENTS / STEWARDS

Mark Crumm John Gentile
 Joe Mayhew Anthony Pugliese Kevin Scrobola

STAFF

Christopher CutterAssistant to the President
 Fran Gottron Organizer
 Anthony MasiniOffice Administrator

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

EDITOR: Chris Cutter

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involved is sharp and will require patience, however, be confident that your rights are being protected and that any concerns you may have are being addressed professionally.

On January 22, 2009, CWA Local 1103 conducted a New Members Meeting where many items were discussed, including our union history, our union structure, union provided and union bargained benefits, the contract, and company policies. Each CWA Local 1103 Board Member discussed a specific topic. Vice President **Kevin Sheil** gave a contractual explanation, including the "carve outs" and a brief overview of sickness and accident disability. Secretary Treasurer **Doug Sheahan** talked about Dues Authorization and explained what an Agency Shop is. Business Agent **John Gentile** discussed safety in the workplace, including our local's resources, contacts and commitment to safety. Business Agent **Mark Crumm** spoke about the union structure and provided insight into the day to day responsibilities of CWA Local 1103's union leaders. Mark voiced the history of **Gerry Horgan**, our brother, killed on the picket line in 1989 fighting for all of us, because for Mark, it isn't some abstract idea, he lived it. He explained how it was personal to

him because Gerry wasn't just a coworker, he was his friend. Business Agent **Joe Mayhew** spoke about our union Member benefits and our support for the Maria Ferrari Children's Hospital. Business Agents **Anthony Pugliese** and **Kevin Scrobola** shared their time and addressed incidental absence, holidays, EWD's and overtime payments. Next Step



Next Step Director Scotty Cairney goes over TTA pension band at New Members Meeting

Director **Scotty Cairney** was also present and discussed the TTA program and its many benefits. Area Chief Steward **Pete Scala** and Chief Steward **Mary Beth Morra** were introduced to the group and were integral in setting up the meeting. The meeting also included a question and answer session where our new Members were free to ask or comment about anything that was on their mind.

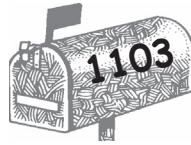
On February 5, 2009 at Hor-

gan Hall, CWA Local 1103 and representatives from CWA District 1 met with Verizon Service Corporation management and representatives from Verizon Labor Relations to discuss contractual items, such as schedule posting requirements, overtime list procedures and pay problems. We introduced specific concerns that our new Members are having, for example, the contention that some are being paid at the wrong rate of pay in the wage progression pay scale, some have not received night differential for night tours worked, and some are still being asked to do management work. The Union requested a job description breakdown and the process utilized by the company when job titles were assigned to employees. The meeting was informative and cordial, with the company agreeing to a request to allow the union to conduct an orientation meeting with its Members at company worksites.

At the time of this article, the local's representatives had already met with our new Members in White Plains, Elmsford, and Stamford, Ct. We look forward to servicing you, the new CWA Member. It is our hope that after these meetings, when someone asks you if you belong to a labor union, you will join us and say- **PROUD TO BE, 1103.**

Kevin Sheil,
Vice President

LETTERS TO THE LOCAL



Dear Joe (Mayhew),

Thank you for taking the time to stand with us last Friday night at the State Capitol in our "March to the Arch." We were lifted by the spirit of those who came, as it clearly demonstrated the outrage felt by our members of AT&T's proposed job cuts throughout the state and the workers' determination to foil the the company's plans. Of course, we need our Governor to step up to the plate, keep her word to pressure AT&T to keep jobs here, and dip into the State's rainy day funds. There surely needs to be a provided incentive to companies so they can retain and create jobs, and remain here in our great state.

We will continue to do whatever it takes to stop any further erosion of jobs here and across the country. Again, thanks you for your support.

Your Friend,

/s/**BILL**

Bill Henderson, President

CWA Local 1298

P.S. Joe. What can I say? You have been there every time I've asked – at rallies, member-

ship meetings, etc. A better friend I never had and Thank You doesn't even come close to expressing my feelings.

* * *

Dear CWA 1103,

Thank you to all the workers of CWA, especially Local 1103, for helping me and supporting me in continuing my college education. I know that I will be a person who helps to make the world a better place, but I could not do it without all of you.

THANK YOU ALL!!

Love,

/s/**CHRISTINE HORGAN**

* * *

To the Staff and Members of CWA Local 1103,

Thank you all for your support for the Friedrich's Ataxia Research Alliance (TARA). It means so much to us as you help make the fundraiser such a success and your presence was heartfelt.

/s/**THE RICHARD FAMILY**

Al, Cassie, Emily and Albert

Why It's Called "The Crapper"

In an ever constant effort to educate and bring history to light to CWA Members (and also because this is the last article I will be writing since I am retiring), I thought that information about "The Crapper" would be useful.

This came to light because January 27th became know as **Thomas Crapper Day** in honor of the man who perfected the flush toilet. Born in England in 1836, and a plumber by profession, he is credited with perfecting the water closet to "flush" effortlessly, for plumbers' pipe joints and also for the creation of "manhole covers" to monitor sewer systems. He was knighted for his efforts and creations.

Sir Thomas Crapper's contributions to modern day plumbing will now always be remembered by CWA men and women when we use "the crapper" and since I am retiring, I will not be writing any more of this ____.

Christopher J. Cutter

CWA's Joseph Beirne Scholarship still available

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 standing, 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



2009 Local 1103 Scholarship Program

We are proud to announce the opening of our 36th Annual Local 1103 Scholarship Program. Since its inception in 1973, \$200,751.00 in cash grants have been awarded to the sons and daughters of Local 1103 Members in good standing to help enable the continuance of their education. The eight scholarships offered are as follows:

20th Annual E. Gerald Horgan Memorial Scholarship \$2,000.00

Honoring the memory of our late Brother, and Chief Steward, Edward "Gerry" Horgan who made the supreme sacrifice on the picket line fighting for us.

31st Annual Daniel L. Keenan Memorial Scholarship \$2,000.00

Respecting the memory of our late President, who served in that office from 1964 to 1979.

36th Annual Eugene J. Mays Memorial Scholarship \$1,500.00

In remembrance of our late District One A.V.P., who served as Defense Fund Director during the 1971-72 N.Y. Telephone strike.

26th Annual Howard T. Miles Memorial Scholarship \$1,500.00

In tribute to our late Brother who helped found the Local 1103 Substance Abuse Committee.

Local 1103 Executive Board Scholarships \$1,000.00

Two additional \$1000 scholarships authorized by the members of your Executive Board.

Thomas J. Wonsor Memorial Scholarships - \$500

Two \$500 awards are presented by the Local in memory of the 1103 Retired Members Club first President Tom Wonsor. These two scholarships awards are only for students currently in their 1st, 2nd or 3rd year of college and who will be continuing on.

PURPOSE

These grants are intended to give those first-year college students an extra helping hand during those crucial first months in a new academic world.

There are no restrictions upon expenditure. The money may be applied toward tuition, books, clothing, or whatever else best helps the student to embark upon his/her academic new life.

ELIGIBILITY

All high school seniors who are the son or daughter of a Member, retired Member or deceased Member in good standing of Local 1103 and who are proceeding to an institution of higher academic or professional training.

ENTRY REQUIREMENTS

Complete and return the Scholarship application below to Local 1103 Headquarters on or before May 31, 2009.

METHOD OF SELECTION

The eight winners will be determined by random drawing at the June 2009 General Membership meeting. The checks will be presented to the Scholarship winners at Local 1103's Annual Picnic on Sunday, June 14, 2009 at Ridge Road Park in Hartsdale, New York. We wish everyone good luck in the drawings and hope you all do well in your scholastic endeavors.

DOUGLAS SHEAHAN
Secretary/Treasurer

C.W.A. LOCAL 1103 - 2009 SCHOLARSHIP APPLICATION

(Please Print)

Applicant's Name _____

Address _____

Local Member's Name _____

Soc. Sec. # _____ **Job Title (if active Member)** _____

Work Location (if active Member) _____

I herewith apply for inclusion in the June 2009 drawing of the Local 1103 Scholarship Program. I certify that I meet the eligibility requirements set forth by the Local Executive Board as follows: I am the ____ son ____ daughter of a Member, retired Member or deceased Member in good standing of Local 1103 and either:

(1) ____ A High School senior intending to continue my education at _____,

(2) ____ A College Student entering my ____ year at _____.

(Please Note: If your son or daughter is a 1st, 2nd or 3rd year college student and is applying for one of the Thomas J. Wonsor Memorial Scholarship awards, a transcript of last semester's grades must be attached to confirm eligibility.)**Applicant's Signature:** _____

(Scholarship applications must be returned to Local 1103 headquarters no later than May 31, 2009)

HAVE YOU EVER LOCKED YOUR KEYS IN YOUR CAR?

Does your car have remote keyless entry? This may come in handy someday. Good reason to have a cell phone: If you lock your keys in the car and the spare keys are at home, call someone at home on their cell phone from your cell phone. Hold your cell phone about a foot from your car door and have the person at your home press the unlock button, holding it near the mobile phone on their end. Your car will unlock. It saves someone from having to drive your keys to you and distance is no object. You could be hundreds of miles away, and if you can reach someone who has the other "remote" for your car, you can unlock the doors (or the trunk).



COMMUNICATIONS WORKERS OF AMERICA - LOCAL 1103

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

345 WESTCHESTER AVENUE • PORT CHESTER, NY 10573

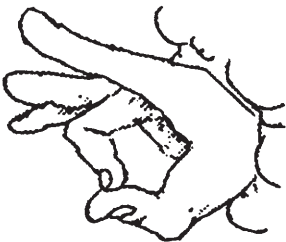


PERIODICAL

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!