



THE EAGLE



LOCAL 1103

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In The Line of Fire



Future organized labor activists send message to Verizon

A Local 1103 Member facing a potential layoff speaks out in an unprecedented interview.

There's something unsettling about seeing a young, healthy man in the prime of his career anxious and fearful about his future employment. I am sitting with Bill; a pseudonym for a Member of CWA Local 1103 hired by Verizon after August 3, 2003, at his home in Dutchess County, New York. We are conversing over coffee and talking about the most recent surplus declaration and about the possibility of a layoff. "I have a wife, a child,

a home, and the company could care less; they preach loyalty but it's a one way street. What am I going to do now if I get laid off?" says Bill.

What comes across in the conversation is the tangible frustration over his belief that he might be tossed away like trash by a corporation that he actually still believes in. A company to which he has dedicated his adult life. "It's like, how can you work so hard and sweat so

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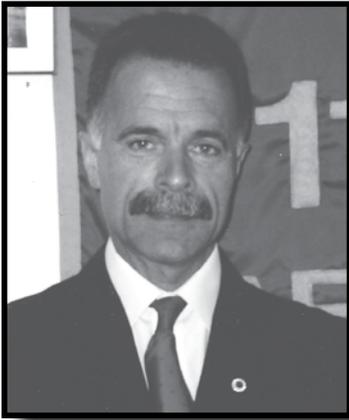
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In My View . . .



Election Day is upon us and I am asking everyone to please vote for our union endorsed candidates. They have committed to us in our struggle and you can find a complete list of them on our web site CWA1103.ORG. In a past issue of the Eagle there were two outstanding articles written by 1103 members, Bobby Sherlock from Nyack Hospital and Liz Rodriguez from Fairfield Emergency Communicators. They cut right thru to the heart of our current medical dilemma and gave an understanding of why we voted for change.

Now, we must all be working together to do everything we can regarding the recent Verizon layoffs. We have a very good mobilization plan and we all need to step up and follow it. We have been down this road before. These layoffs are unfair and I believe Verizon is violating our contract. As of this writing we hosted our first Rally in downtown White Plains to protest Verizons latest Layoffs. It was well attended and a tremendous success. We along with Presidents from other CWA Locals, elected officials and com-

munity leaders sent Ivan a clear collective message, NO MORE LAYOFFS, and we will not roll over and will fight you. We will leave no stone unturned, we must stay strong, stay together, and in the end WE WILL WIN !!!

In Solidarity,

Joseph A. Barca, Jr.
President



THE EAGLE

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much for a company that you were proud of, and then they threaten your family's security with a layoff? How many times have I sacrificed for this company? I've missed major family events. I've missed holidays and little league games because I've been at work servicing our customers. I've worked at night; in the rain; the cold; the snow; the oppressive heat; in the filthiest of conditions; but again, they don't care," he says. "To me, this threat to my job and my family has nothing to do with what's right, it has to do with everything that's wrong; it's an attempt to capitalize on the bad economy and satisfy Wall Street."

To watch Bill now, it's easy to see the anger building in his body. His face flushed with a crimson shade, his language stronger and direct, his expressions animated, and an overall intensity that belies his usual, relaxed demeanor. I ask him to describe his thoughts about Verizon's responsibility related to this surplus.

"Verizon is to blame, they are the villains here, they are declaring the bulls*** surplus and they want to lay me off. We are garbage to them. Look at what they are doing to their own managers, they eat them up and spit them out, they make them fight with each other, overburden them with work, and then overburden them with the number of employees that they are responsible for; it's not even possible for lower level managers to succeed," he says. "You know, at this point and with this hanging over my head, screw em, that's their F***** problem. When you start attacking me and my family, and I have to start having crazy thoughts going through my head about where I'm going to live, where my wife might be willing to

move, and when I'm going to have to take my son out of the only school he has ever known, then I am going to do all I can do to fight for my job and get even."

Bill leads me to his deck outside his home and we continue discussing the uncertainty to come. "You know, the only thing between me and a layoff is the Union. If I get laid off, my one and only hope of getting my job back is the Union. If it weren't for the Union, I'd be gone already. I know my Brothers and Sisters are behind me. I know that you are working hard everyday for me," he says. "These bastards at Verizon making the decisions are so far removed from the reality of the working class that it's easy for them to decide to lay off workers. They never have to face us. They don't know us. There are miles between us," he says.

Speaking to Bill outside his home, it's clear that worry trumps confidence. "I don't understand the resentment by a few of my Brothers and Sisters toward the Union, especially anyone who was laid off in 2002, no matter what they believe in their warped minds, it was only the Union that got them their jobs back, period! I am really concerned that I am going to lose my job, but I have faith that if I do what my Local asks of me that I'll be alright."

I ask him why he has faith in the Union. "To me, I am smart enough to know that besides the original hiring, which I am thankful for; this company has given me nothing else. The company is always trying to take from me and my family. The union has given me everything. My pay; my benefits; my working conditions," he says. "Imagine working at Verizon, or probably anywhere, and not having the union behind you. Can you

imagine the working conditions then? I see cable TV guys working on Sundays and I know they don't get what we get. Imagine the level of management harassment without a union or the intimidation to work unsafely and even faster. I bet there would be more fatalities and injuries on the job. Imagine working without a union contract, without rules; forget that, man," says Bill.

As I walk away from Bill's home toward the driveway and to my car, I ask him if there is anything that the union could have done better to have avoided the present situation. It's a loaded question, I know, and as an obvious target I am prepared to listen to any criticism that comes along. Instead Bill chooses to echo the Local 1103 Executive Board and a majority of our Membership, and says, "I wish that the job security letter that was removed in 2003 would have been more of a priority in 2008. If it was, we may not be talking about this layoff today."

Driving away, I thought about what he had just said and tried to convince myself that whether or not the job security letter was addressed, there is no way of knowing if we would be having a similar conversation in this space and time.

I don't really know if I was successful at convincing myself; but one thing I am convinced of, is that this local's Executive Board and Membership will work harder than any other to fight for our jobs.

I believe Bill's faith in his Union will be rewarded again.

Kevin Sheil,
Vice President

2009 H1N1 Flu (Swine Flu) and You

What is 2009 H1N1 (swine flu)?

2009 H1N1 (sometimes called “swine flu”) is a new influenza virus causing illness in people. This new virus was first detected in people in the United States in April 2009. This virus is spreading from person-to-person worldwide, probably in much the same way that regular seasonal influenza viruses spread. On June 11, 2009, the World Health Organization (WHO) signaled that a pandemic of 2009 H1N1 flu was underway.

Why is 2009 H1N1 virus sometimes called “swine flu”?

This virus was originally referred to as “swine flu” because laboratory testing showed that many of the genes in this new virus were very similar to influenza viruses that normally occur in pigs (swine) in North America. But further study has shown that this new virus is very different from what normally circulates in North American pigs. It has two genes from flu viruses that normally circulate in pigs in Europe and Asia and bird (avian) genes and human genes. Scientists call this a “quadruple reassortant” virus.

2009 H1N1 Flu in Humans

Are there human infections with 2009 H1N1 virus in the U.S.?

Yes. Human infections with 2009 H1N1 are ongoing in the United States. Most people who have become ill with this new virus have recovered without requiring medical treatment. CDC routinely works with states to collect, compile and analyze information about influenza, and has done the same for the new H1N1 virus since the beginning of the outbreak. This information is presented in a weekly report, called FluView.

Is 2009 H1N1 virus contagious?

The 2009 H1N1 virus is contagious and is spreading from human to human.

How does 2009 H1N1 virus spread?

Spread of 2009 H1N1 virus is thought to occur in the same way that seasonal flu spreads. Flu viruses are spread mainly from person to person through coughing or sneezing by people with influenza. Sometimes people may become infected by touching something – such as a surface or object – with flu viruses on it and then touching their mouth or nose.

What are the signs and symptoms of this virus in people?

The symptoms of 2009 H1N1 flu virus in people include fever, cough, sore throat, runny or stuffy nose, body aches, headache, chills and fatigue. Some people may have vomiting and diarrhea. People may be infected with the flu, including 2009 H1N1 and have respiratory symptoms without a fever. Severe illnesses and deaths have occurred as a result of illness associated with this virus.

How severe is illness associated with 2009 H1N1 flu virus?

Illness with 2009 H1N1 virus has ranged from mild to severe. While most people who have been sick have recovered without needing medical treatment, hospitalizations and deaths from infection with this virus have occurred.

In seasonal flu, certain people are at “high risk” of serious complications. This includes people 65 years and older, children younger than five years old, pregnant women, and people of any age with certain chronic medical conditions. About 70 percent of people who have been hospitalized with this 2009 H1N1 virus have had one or more medical conditions previously recognized as placing people at “high risk” of serious seasonal flu-related complications. This includes pregnancy, diabetes, heart disease, asthma and kidney disease.

Young children are also at high risk of serious complications from 2009 H1N1, just as they are from seasonal flu. And while people 65 and older are the least likely to be infected with 2009 H1N1 flu, if they get sick, they are also at “high risk” of developing serious complications from their illness. See *People at High Risk of Developing Flu-Related Complications* for more information about who is more likely to get flu complications that result in being hospitalized and occasionally result in death.

CDC laboratory studies have shown that no children and very few adults younger than 60 years old have existing antibody to 2009 H1N1 flu virus; however, about one-third of adults older than 60 may have antibodies against this virus. It is unknown how much, if any, protection may be afforded against 2009 H1N1 flu by any existing antibody.

How does 2009 H1N1 flu compare to seasonal flu in terms of its severity and infection rates?

With seasonal flu, we know that seasons vary in terms of timing, duration and severity. Seasonal influenza can cause mild to severe illness, and at times can lead to death. Each year, in the United States, on average 36,000 people die from flu-related complications and more than 200,000 people are hospitalized from flu-related causes. Of those hospitalized, 20,000 are children younger than 5 years old. Over 90% of deaths and about 60 percent of hospitalization occur in people older than 65.

When the 2009 H1N1 outbreak was first detected in mid-April 2009, CDC began working with states to collect, compile and analyze information regarding the 2009 H1N1 flu outbreak, including the numbers of confirmed and probable cases and the ages of these people. The information analyzed by CDC supports the conclusion that 2009 H1N1 flu has caused greater disease burden in people younger than 25 years of age than older people. At this time, there are relatively fewer cases and deaths reported in people 65 years and older, which is unusual when compared with seasonal flu. However, pregnancy and other previously recognized high risk medical conditions from seasonal influenza appear to be associated with increased risk of complications from this 2009 H1N1. These underlying con-

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ditions include asthma, diabetes, suppressed immune systems, heart disease, kidney disease, neurocognitive and neuromuscular disorders and pregnancy.

How long can an infected person spread this virus to others?

People infected with seasonal and 2009 H1N1 flu shed virus and may be able to infect others from 1 day before getting sick to 5 to 7 days after. This can be longer in some people, especially children and people with weakened immune systems and in people infected with the new H1N1 virus.

Prevention & Treatment

What can I do to protect myself from getting sick?

This season, there is a seasonal flu vaccine to protect against seasonal flu viruses and a 2009 H1N1 vaccine to protect against the 2009 H1N1 influenza virus (sometimes called “swine flu”). A flu vaccine is the first and most important step in protecting against flu infection. For information about the 2009 H1N1 vaccines, visit H1N1 Flu Vaccination Resources. For information about seasonal influenza vaccines, visit Preventing Seasonal Flu With Vaccination. There are also everyday actions that can help prevent the spread of germs that cause respiratory illnesses like the flu.

Take these everyday steps to protect your health:

Cover your nose and mouth with a tissue when you cough or sneeze. Throw the tissue in the trash after you use it.

Wash your hands often with soap and water. If soap and water are not available, use an alcohol-based hand rub.*

Avoid touching your eyes, nose or mouth. Germs spread this way.

Try to avoid close contact with sick people. If you are sick with flu-like illness, CDC recommends that you stay home for at least 24 hours after your fever is gone except to get medical care or for other necessities. (Your fever should be gone without the use of a fever-reducing medicine.) Keep away from others as much as possible to keep from making others sick.

Other important actions that you can take are:

Follow public health advice regarding school closures, avoiding crowds and other social distancing measures.

Be prepared in case you get sick and need to stay home for a week or so; a supply of over-the-counter medicines, alcohol-based hand rubs * (for when soap and water are not available), tissues and other related items could help you to avoid the need to make trips out in public while you are sick and contagious.

What is the best way to keep from spreading the virus through coughing or sneezing?

If you are sick with flu-like illness, CDC recommends that you stay home for at least 24 hours after your fever is gone except to get medical care or for other necessities. (Your fever should be gone without the use of a fever-reducing medicine.)

Keep away from others as much as possible. Cover your mouth

and nose with a tissue when coughing or sneezing. Put your used tissue in the waste basket. Then, clean your hands, and do so every time you cough or sneeze.

If I have a family member at home who is sick with 2009 H1N1 flu, should I go to work?

Employees who are well but who have an ill family member at home with 2009 H1N1 flu can go to work as usual. These employees should monitor their health every day, and take everyday precautions including covering their coughs and sneezes and washing their hands often with soap and water, especially after they cough or sneeze. If soap and water are not available, they should use an alcohol-based hand rub.* If they become ill, they should notify their supervisor and stay home. Employees who have an underlying medical condition or who are pregnant should call their health care provider for advice, because they might need to receive influenza antiviral drugs. For more information please see General Business and Workplace Guidance for the Prevention of Novel Influenza A (H1N1) Flu in Workers.

What is the best technique for washing my hands to avoid getting the flu?

Washing your hands often will help protect you from germs. CDC recommends that when you wash your hands -- with soap and warm water -- that you wash for 15 to 20 seconds. When soap and water are not available, alcohol-based disposable hand wipes or gel sanitizers may be used.* You can find them in most supermarkets and drugstores. If using gel, rub your hands until the gel is dry. The gel doesn't need water to work; the alcohol in it kills the germs on your hands.

What should I do if I get sick?

For information about what to do if you get sick with flu-like symptoms this season, see What To Do If You Get Sick: 2009 H1N1 and Seasonal Flu. A downloadable flyer containing this information also is available at http://www.cdc.gov/flu/freeresources/2009-10/pdf/what_to_do_if_you_get_sick.pdf.

What are “emergency warning signs” that should signal anyone to seek medical care urgently?

In children:

- Fast breathing or trouble breathing
- Bluish skin color
- Not drinking enough fluids
- Not waking up or not interacting
- Being so irritable that the child does not want to be held
- Flu-like symptoms improve but then return with fever and worse cough
- Fever with a rash

In adults:

- Difficulty breathing or shortness of breath
- Pain or pressure in the chest or abdomen
- Sudden dizziness
- Confusion
- Severe or persistent vomiting

19th Annual Gerry Horgan/ Ray Borella Memorial Golf Outing

On Friday October 2nd we hosted our 19th Gerry Horgan/ Ray Borella Memorial Golf Outing at the Beekman Country Club in Hopewell Junction. It was a tremendous success and a wonderful day.

I would like to thank the golf committee, Area Chief Steward Bobby McCormick, Chiefs Ed Caperna, Caroline DiMezza, Marybeth Morra, Carol Finley, and retired Chief Phyllis Cole Hollis. For if it were not for their contributions day after day leading up to the event and the day of, there would not have been a Golf Outing.

In addition I would like to thank everyone who bought a chance, played golf, sponsored a hole, or supported our cause to further 1103's commitment made to the families in 1989. Within my article please find a complete list of vendors and work locations that generously contributed to the outing. I ask that you consider using the vendors for the professional services they offer. We are looking forward to the 20th Anniversary Golf Outing in 2010.

Fine Olin Anderman 212~267~1650
 Saturn of West Nyack/ Poughkeepsie 845~353~1919
 Dr. Steve Herman 914~738~7771
 Dr. Joel Spivak 914~328~8000/845~354~2700
 10-15 Associates 800~225~1015
 Dr. Peter Gorman 845~628~4900
 Dr. Terry Geller 914~776~1122
 General Vision Services 1~800~VISION

the "Hole in One" car
 the "Hole in One" car
 Breakfast
 Lunch
 Cocktail hour
 Beverage Cart
 Beverage Cart
 Beverage Cart/Premier Prize

CWA DISTRICT ONE

The following Locals;

1101~1102~1103~1104~1105~1106~1107~
 1108~1109~1111~1118~1120~1122~1123~
 DR. SILVERMAN~
 UNCLE HENRY'S~
 MEG & SCOTTY CAIRNEY & FAMILY~
 MORGAN STANLEY/SMITH BARNEY~
 ANGELO MAMONE FINANCIAL ADVISOR~
 GLADSTEIN, RIEF, & MEGINNISS~
 HANK MAYS GOODYEAR~
 MUNCHIES~
 JOHN ZICCA LANDSCAPING~
 NEW COUNTY OPTICAL~
 MARINI'S DELI~
 RAO INSURANCE~
 "ZOC"~
 CWA STAFF UNION~

TRAVELERS REST~
 BOB McCRACKEN~
 JOE SAKOWITZ~
 BUON AMICI~
 BREWSTER MOBIL~
 ALLAN RITTER CPA~
 KATHY CONNOLLY/VERNON CORP~
 GENE LAUER/AD APPAREL~
 POST RD MARKET~
 NORTH BREWSTER DELI AND MARKET~
 GIANNI'S HAIR SALON~
 TEAM CLEARY~
 SUNDOWN SALOON~
 ANDY SPANO~
 NEAFCU~
 MICHELLE VERHAVE DDS~
 WELLS FARGO/ FENTON SOLIZ~

The Following Work Locations

BEECHWOOD ~
 BREWSTER~
 POST RD ~
 MARBLEDALE~
 KNOLLWOOD RD ~
 999 NEPPERHAN~
 HORGAN GALVO ~
 ARLO/ ROCKCUT~
 1103 C.O.T.'S ~
 HOLIDAY~



All Politics Are Local

Politics affect the price of milk in the supermarket, the gas mileage of the cars we drive, and the quality of the education our children get in public schools. The point is politics affect every aspect of our lives; most importantly our jobs. Therefore if we are to have any control over of our lives, we have to be aggressively involved in politics. Beginning from who gets elected, to the laws that get passed, and ending in who is allowed to stay in government based on their record and how it supported the people. We are the people.

The inherent organized nature of the Union makes us a powerful voting block. This is especially true in local elections where smaller numbers of citizens vote. Here we are truly a force to be reckoned with, but only if we concentrate the power we have and move in a single direction.

CWA has a tremendous political machine, which we have used to successfully affect legislation from Washington DC to Albany NY. Today, to successfully fight for jobs, that machine needs to be directed towards local government. It's an often-overlooked fact that local governments have helped to create work and worker protections. A working example of this is the town of Clarkstown, NY, where the local government used political pressure to get the utility companies to enter into an agreement to remove 520 double woods. In a LoHud article written by Hema Easley, Clarkstown Supervisor Alex Gromack stated, "I don't believe the utility companies will follow through unless the county and state put a little pressure on them." According to the article, Gromack received support from the county executive's office and sought help from the Region 8 Director of the State Department of Transportation to have the poles removed. Imagine if the Clarkstown practice was adopted on a wider scale, not only would it generate work, it could create jobs throughout New York State.

Yet to accomplish results similar to the Town of Clarkstown, we must first elect the right type of representatives in our local governments. We need candidates that can understand that workers issues are also linked to the service and safety of their constituents. Case in point: the upcoming Town Supervisor election in the Town of Carmel. Recently the Union leadership attempted to have a meeting with the current Town Supervisor, Ken Schmitt, to discuss a community impact issue. We were denied access and told by his secretary that Supervisor Schmitt does not get involved with Union/Management relations. This is a classic example of having the wrong type of elected official in office.

On the other hand, there is David McKay Wilson, the contender for Schmitt's job. Wilson is running on a platform of open access to local government and has agreed to have an open door policy for union represented workers in the Town of Carmel. Most important, Wilson didn't just tell us this, he proved it by attending and speaking in support of Verizon workers who are facing layoffs at the Rally in White Plains. Wilson is a perfect example of the type of representative CWA and the Town of Carmel needs, and he deserves our vote.

On November 3, 2009, we will have the opportunity to elect the right type of people for local government. We will have the opportunity to vote for people that actually represent the will of working class people. For your convenience, CWA Local 1103 has posted its endorsements on its website (you must be a registered user to access endorsements) and included them in this publication. Because the frontline in the fight for jobs begins in local government, we encourage all 1103 Members to vote for these endorsed candidates.

Joe Mayhew,
Business Agent

LOCATION	OFFICE	CANDIDATE	INFO
Westchester County	District Attorney	Janet DiFiore	janetdifior.com
Town of Carmel	Town Superintendent	David McKay Wilson	wilsonforcarmel.com
Town of Carmel	Town Board	Marc Pekowsky	votemarcD9.com
Westchester County	County Legislator Dist 5	William Ryan	
White Plains	Mayor	Adam Bradley	bradleyforwhiteplains.org
Beekman	Town Board	Ron Mangeri	
Yorktown	Town Council Yorktown	Terrece Murphy	vote4murphy.com

The Officers,
Executive Board
and Staff of Local 1103
would like to wish you
a very
Happy
Thanksgiving
as we begin this 2009
Holiday Season



PERIODICAL



COMMUNICATIONS WORKERS OF AMERICA - LOCAL 1103

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

345 WESTCHESTER AVENUE • PORT CHESTER, NY 10573



The Retiree's Corner..

Greetings Fellow Retirees. I hope everyone had a great summer. The mission of our Retired Members Chapter is: To work together, along with our active union brothers and sisters, to protect our hard earned benefits and fight for pension Cost of Living Increases. Please respond immediately when we send out e-mail notices for you and your families to contact our legislators about whatever issues affect our quality of life, so our voice as retirees can be heard.

As the year comes to an end, following are the events and issues that we need to address: Our Annual Christmas Luncheon will be held on Tuesday, December 8th, 2009 – 12 noon to 3p.m. at the Buon Amici Restaurant, 238 Central Avenue, White Plains, New York. The Cost is \$30 per person. Please make your checks payable to: CWA Local 1103 RMC. Send your checks to: Ed Christensen III, 27 Friendship Lane, Milan, NY 12571-4640. Seating is limited, so please remit your payment early.

Cathy Maurelli has graciously agreed to spearhead our fund-raising committee. She has had past experience with this and I am sure she will be a great asset to the 1103 RMC. Thanks Cathy. Anyone with the knack or desire to assist Cathy, please contact her at: Bunny137c@aol.com.

We are also looking for any members who would like to head up and /or volunteer for an event planning committee. Our main event has been our Christmas Luncheon but we would like to add additional events to our calendar. If interested, please e-mail me at: JSpoor@cwa1103.org

Many of our members meet with co-workers for lunch or dinner every month as a way of keeping in touch. If you are in a group that participates in this activity, please let us know and send along some pictures. We will be happy to include it into our e-newsletter.

At our next General Membership Meeting, we will be inviting a guest to discuss the different health care packages that Verizon currently offers our retirees.

CWA Local 1103 RMC dues is STILL ONLY \$20 per year. However, we are offering a 2010 special membership package of: 3 year package for only \$ 55. Dues for associate members and spouses are \$10 per year.

We are still offering the lottery at \$30 per year. If you have a special number that you want to reserve for 2010, please note that in the memo section of your check. All checks should be made payable to: CWA Local 1103 RMC Please send your checks to: Ed Christensen III, at the address listed previously in this article.

Finally, please forward your e-mail address to me, so you can be sure to be included in our e-mail blasts.
(See my e-mail address above)

In Solidarity,
Jeanette Spoor, President CWA Local 1103 RMC