



# THE EAGLE

LOCAL 1103

Volume 108• No.5

Monthly Publication • Port Chester, New York

May 2009

## CWA Local 1103 Celebrates Workers Memorial Day



*Business Agent Anthony Pugliese, Chief Steward Ron Albert, Vice President Kevin Sheil and Area Chief Steward Pete Scala prepare to pay their respects to Workers' killed on the job.*

*Everyday, fifteen (15) workers lose their lives from work-related injuries. Every single day!*

The first Workers Memorial Day was observed in 1989 and coincided purposely with the anniversary of The Occupational Safety and Health Act. The national AFL-CIO started this day in remembrance to make the American public aware of the tens of thousands of workers who have been killed or injured on the job and the need for worker protections and the laws to enforce them. Here in New York, Local 1103 joined with other unions

across the country to observe Workers Memorial Day and remember those men and women who have suffered or died on the job because of dangerous working conditions and/or exposure to toxic substances. The Local 1103 Executive Board joined other Unions in our area handbilling train stations in Westchester and Putnam Counties letting commuters know of the dangers we face everyday on the job and the need for progressive legislation for workers protections.

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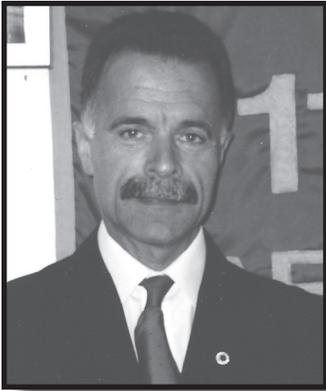
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# In My View . . .



Anniversaries are very important. We in CWA Local 1103 just observed our 40th with respect holding Union/Management Blood Drives. On March 6th, 2001, we were informed

by Verizon management that we were no longer permitted to hold Blood Drives on Company Time. We immediately filed a grievance claiming the Company 'Bargained In Bad Faith' by changing the Blood Bank Policy without negotiating with us. You see in the eyes of the law, Verizon violated a 'Term & Condition of Employment' set forth in Article One of our contract.

Verizon denied the grievance at every step, and then we proceeded with a NLRB complaint stating the obvious. We fought the Company with the NLRB in Albany and won. Verizon appealed to the full NLRB in Washington, D.C. We won again. Then Verizon appealed to the U.S. Court of Appeals in Washington, D.C. and on March 16th, 2004 Verizon was ordered to reinstate the Blood Program between 1103 and Verizon - as it was prior to the management's decision to illegally discontinue it.

Soon after it was restarted, Brother Keith Eldridge lost his young son to Leukemia and your Executive Board and Blood Bank Committee felt as a tribute to Brother Keith and his family, we would rename our Blood Program: "Keith Eldridge, Jr. Blood Program."

We must never forget this win and what it took to get our Blood Program back. It took from March 6th, 2001 until March 16th, 2004 to get justice. In ending, be proud as we are everytime you roll up your sleeves to give the precious gift of life, and think about all those who received your gift not knowing the sacrifice on what it took to deliver it.

In Solidarity,

A handwritten signature in cursive script that reads "Joey".

Joseph A. Barca, Jr.  
President



## THE EAGLE

**Proud To Be 1103**  
Official Publication of the  
**Communications Workers of America Local 1103**

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PERIODICALS POSTAGE PAID      AT PORT CHESTER, NY 10573  
(USPS 663-570)      May 2009

**The Eagle** USPS 663-570 is published monthly, 12 times a year by CWA 1103, 345 Westchester Ave., Port Chester, NY 10573. Periodicals Postage is paid at Portchester NY 10573, USA. **The Eagle**. Postmaster: Please send address change to: **The Eagle**, 345 Westchester Avenue, Port Chester, N.Y. 10573

At the Workers Memorial Day held on April 28th, the Westchester/Putnam Central Labor Council hosted this reminder for the public and our elected officials at a vigil held at the Dam in Valhalla, New York. At the conclusion of the vigil, the names of our fallen Union Brothers and Sisters who had succumbed to workplace tragedies in 2008 were read. In addition to honoring the memory of those killed on the job, we used this opportunity to make sure that they have not died in vain. We put an emphasis on the issues that will protect workers in the future. We reminded the public and local elected officials that OSHA standards need to be strengthened, the Protecting America's Workers Act (PAWA) needs to be passed and the rolled back ergonomic standards need to be restored.

Specifically, we demanded change: to OSHA's voluntary compliance method by employers, favored by George W. Bush's administration, over actual enforcement and financial penalties; to ergonomic standards so the 1.8 million workers affected by musculoskeletal disorders can get better and the number does not continue to rise; to the indoor air quality standard at schools, including mold and asbestos, which will protect workers and students; to OSHA itself by restoring its true mission of working for employees and not accommodating employers.

For decades, it was only Unions that led the struggle for improved working conditions, dignity and respect on the job; and it is only because of unions that we have laws and protections, such as the Occupational Safety and Health Act and Federal Mine Safety and Health Act that have made workplaces safer for all workers. But even though these laws have helped improve working conditions, the toll of workplace deaths and injuries remains unacceptably high. In 2007, 5,488 workers were killed on

the job and an estimated 50,000 more lost their lives to occupational diseases. "It is the workers who are paying the price of all this with their limbs, their health and their lives," said Richard Trumka Secretary Treasurer, AFL-CIO. There have been many recent dramatic examples of tragedy in the workplace, electrocution deaths at Verizon,

crane accidents in NYC, construction accidents in Las Vegas, chemical plant explosions in Texas, and mining accidents in Sago and Crandall Canyon. These are tragedies that families and communities are left to deal with because corporations and many business-minded elected officials have a different priority, and that is profits over people. This is one more reason why we as union activists and leaders need to continue the pursuit of a workplace free of hazards. Workers are not a commodity and we should not be treated as such.

**John Gentile**  
Business Agent







# CWA vs. AT&T

It was Saturday April 4 on the "Green" in downtown New Haven Connecticut where thousands of CWA Local 1298,s members turned out to demonstrate there anger about AT&T, s latest contract offer. They brought their kids, waived American Flags, and some even brought their dogs donning the CWA signature trademark the "Red Shirt". They cheered when Vice President of District One Chris Shelton vowed to deliver a fair and just contract. They booed when they heard members from the CWA bargaining team describe how AT&T



There were many guest speakers, the Connecticut State Attorney General, the State Chairman of the AFL-CIO, along with many CWA Local Presidents. I was especially proud to represent 1103 and to deliver our strong support of UNION SOLIDARITY from the stage.



proposed to cut pay for workers who could not meet new productivity numbers, even if you had a disability. In addition AT&T would have members go into their pockets for thousands of dollars before their medical plan would kick in.



All + all if we gave out the "Shame On You Award" it would go to the management bargaining team at AT&T. I know there are CWA Verizon Members that still feel the Union should have entered into Local Bargaining during contract negotiations last August due to some lingering workplace irritants, but if what is taking place at these negotiations is any indication on what could have happened at Verizon it was a brilliant strategic move on our part.



**Joseph A. Barca, Jr.**  
President

## LETTERS

## TO THE LOCAL



*To all my Brothers & Sisters of Local 1103,  
There are simply no words to express our appreciation for the generous gifts and for the sympathy you all have extended to us since the passing of our daughter, Vivianna Giannelli. We are truly grateful to you all.*

*Love,  
Vito & Lucy Giannelli and Family*

*\* \* \**

*Dear Joe Barca,*

*I just finished writing a note to Chris to congratulate him on his retirement. I know that you will miss him as your comments in the Eagle indicate, I know of no other person who has earned the right to rest and relaxation more than he has. There are thousands of hard workers and dedicated people in the Labor movement, but surely he was always at the top of that list.*

*I enjoyed knowing and working with you and him over the years and remember many good times at conventions, Legislative Conferences in Washington and Albany, and visiting with you at your local meetings.*

*I miss the activity of CWA, but retirement has been good to me. I now wish the same for Chris and his family.*

*Mickey Ash  
Former Assistant to VP Larry Mancino*

*\* \* \**

*Dear John Gentile,*

*I would like to thank you all for supporting the COEI group in maintaining the dignity and respect that we deserve. As always, it's an ongoing struggle to juggle the demands of the company and the hard fought rights that is our contract. Then there are the Members perceived contractual rights and what is actually black and white on those pages that I'm sure you all deal with on a day to day basis, as was the case last night. I appreciate the thoughtful insights and clarifications on the issues that we have been dealing with in COEI.*

*Fraternally,  
Franco Milazzo*

*\* \* \**

*CWA Local 1103,*

*On behalf of hospital patients in your community, thank you for your commitment to the American Red Cross blood program. As a dedicated blood driver sponsor, your leadership in the coming months will help prevent blood shortages. Your efforts in the recent blood drive will help 216 patients.*

*Thank you for helping to save lives!  
American Red Cross*

## Pushed to the Breaking Point

CWA local 1103 has consistently been in the forefront fighting for our Members and Verizon against all competitors. The telecommunications industry has had a sea shift in recent years, no longer is regular dial tone or voice the first rate headline, it is now only an add on feature. The transition to high speed data and video has been rapid, the future uncertain. The company has evolved from a monopoly into a multimedia corporation that competes directly with non-union corporations. We are keenly aware of the cost advantage our competitors hold over Verizon when some hillbilly from Arkansas with a metallic stick-on-sign on his broken down van that says "cable company" shows up to install video at a customers home. However, we also know that customers prefer a quality job and an overall experience that only our CWA union brothers and sisters can provide because they are true craftsmen. That's an advantage our competitors simply can not match. We also understand the pressure on the company to be successful. In fact, our jobs depend on it, so we selfishly root for the company to succeed. We understand competition because our members see it first hand in the cable facilities everyday. We get it!

What we do not get is the absurd productivity demands placed upon our members who are now in the cross hairs of management. Our Members face unreasonable productivity expectations based on arbitrary numbers which, in some cases, have caused some of them to become dequalified. Not because they don't know how to do the job, but because they don't do it fast enough for management. What we do not get is the illegitimate process utilized by management to dequalify these Members for productivity when management has failed to coach and develop them to be more productive. What we do not get are the scare tactics used and the punishment that follows all geared towards intimidation. The management path of least resistance! Before the company resorts to dequalifying employees based solely on mistake prone productivity measurements, management must, at the very least, be held accountable to do their own jobs first!

This local believes that the contract is clear and established, and the company's recent "amendment," with regards to productivity and a qualification, is in violation of our contract. This local vehemently opposes bogus productivity standards as the price of admission to any qualification. The company, by imposing a productivity characteristic onto a qualification violates the contract and we will take all necessary action to remedy the situation.

**Kevin Sheil  
Vice President**

**10 Things You Didn't Know about Smoking**

1. Every day almost 1,200 Americans die from smoking. In two years that would be equivalent to losing the entire population of Buffalo, Rochester, Syracuse and Yonkers combined.
2. Smokers are about twice as likely to die from cancer as non-smokers.
3. Smokers are about three times as likely to die from heart attack as non-smokers.
4. One-half of heavy smokers (25 cigarettes or more per day) will die of diseases caused by their smoking.
5. More than 2,500 deaths of infants under one year of age are attributable to smoking by mothers.
6. Among men aged 40-50, deaths from heart disease are nine times more common in smokers than in non-smokers.
7. 60 percent of children who smoke start by the age of 14.
8. Children who smoke are 15 times more likely than non-smokers to go on to use narcotic drugs.
9. The tobacco industry spends almost 4 billion dollars per year to promote smoking, more than is spent advertising and promoting any other product.
10. A pack of cigarettes cost about 50 to produce; yet most smokers spend \$5.00 per pack or more.



**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**

**LOCAL 1103 ANNUAL PICNIC**



**When:** Sunday, June 14th  
**Where:** Ridge Road Park, Hartsdsdale, NY  
**Time:** 12 Noon till 6 p.m.

**Members Name:** \_\_\_\_\_

**Home Address:** \_\_\_\_\_

**City, State & Zip:** \_\_\_\_\_

- \_\_\_ @ \$20 - Members Family  
(Members, Spouse & Children under 18)
- \_\_\_ @ \$10 - Individual Member or Additional Family Member
- \_\_\_ @ \$10 - Retired Local 1103 Member & Spouse
- \_\_\_ @ \$5 - Retired Local 1103 Member



**Total # of Adults** \_\_\_\_\_ **Children's Ages** \_\_\_\_\_

**Make Checks payable to: CWA Local 1103 - Special Events.**

**A BRIEF REMINDER:** The Picnic is **FREE**. Your check will be returned to you at the gate when you check in and get your free gift.

Send this reservation form back to the Union Hall ASAP. Thank You.

This year, the Picnic menu will include:

- \* HAMBURGERS
- \* GIANT HOTDOGS
- \* SAUSAGE & PEPPERS
- \* B-B-Q CHICKEN
- \* KEILBASI
- \* POTATO SALAD
- \* COLE SLAW
- \* GARDEN SALAD  
w/Dressing
- \* CORN ON THE COB
- \* DRAFT BEER, SODA, ICED TEA & LEMONADE
- \* WATERMELON
- \* ICE CREAM (for the kids)

There will also be Music provided by a D.J. along with Games for the Children.

Due to restrictions placed upon us by Westchester County, the Picnic will be limited to the first 500 People who make reservations.