



THE EAGLE



LOCAL 1103

Volume 109 • No.02

Monthly Publication • Port Chester, New York

February 2010

Cwa Local 1103 celebrates Martin Luther King Jr. Day



“The ultimate measure of a man is not where he stands in moments of comfort and convenience, but where he stands at times of challenge and controversy.”

*Dr. Martin Luther King Jr.
January 15, 1929 - April 4, 1968*

Martin Luther King Day was celebrated on Monday, January 18, 2010. It is a day that celebrates the life of a great civil rights leader and advocate on behalf of workers. He supported workers everywhere whenever he spoke-up for dignity and respect in the workplace. Martin Luther King Jr. achieved many accomplishments in his life before it was tragically cut short on the evening of April 4, 1968.

CWA Local 1103 honors this great man who proudly stood up for the collective rights of organized labor while standing up for the rights of all individuals. Perhaps it is wiser to use Coretta Scott King’s own eloquence as she painted a portrait of her husband when defining the holiday and its importance. “The Martin Luther King, Jr.

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DR Martin Luther King”



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**C-MEDS
Accepts
New Deal!**



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**OUR SAFETY
in the
SKY**



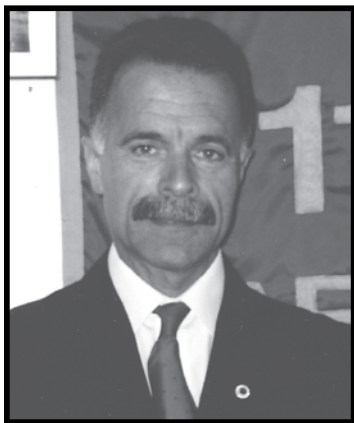
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**Retiree
POWER**



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In My View . . .



Anniversaries are very important. We in CWA Local 1103 just observed our 41st. 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 as 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 or what it took to deliver it.

In Solidarity,

**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) February 2010

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

Local 1103's Committee on Political Education

CWA-COPE is the political action committee for the working men and women of CWA, their families and retirees. CWA-COPE informs and mobilizes union families to encourage their participation in the political process. Through their political action committee, CWA men and women express their voice in politics and policy issues that affect their lives.

Funded by the voluntary contributions of CWA members, their family members and retirees, CWA-COPE provides financial contributions to worker-friendly candidates. CWA can only use voluntary dollars to contribute to an endorsed candidate for federal office. No union dues money of any kind can be given to a political candidate for federal office or national political party.

CWA-COPE also provides information to union families about the candidates and their positions on the issues affecting their lives. Decent health care, overtime pay, safe working conditions, family-friendly workplaces, retirement security, freedom to organize, mandatory H1N1 vaccines for hospital workers, Public Utility Regulation, municipal and school district budgets, NYS Landline and Merger Bill, NYS Call Center Bill, FMLA, 9-11 testing and healthcare funds for ground zero workers are among the concerns influenced by the political process. CWA-COPE endorses candidates, regardless of political party, who support working families.

Working families can never match the contributions of Corporate America or the wealthy. Together we

can combine our financial and voluntary resources to make a real difference in hundreds of key elections at the federal, state and local level. CWA-COPE offers workers the power to gain the attention of lawmakers to their agenda.

Please consider enrolling and contributing to CWA-COPE. Even two dollars a week, less than the price of a cup of coffee is a powerful statement.

So go to our website at CWA1103.org to download a COPE card, or call the union hall at (914)-939-8203 to have one mailed to you. Complete the COPE card and deliver it to your Chief Steward or Business Agent, or mail it to the union hall.

Kevin Sheil,
Vice President

Holiday celebrates the life and legacy of a man who brought hope and healing to America. We commemorate as well the timeless values he taught us through his example -- the values of courage, truth, justice, compassion, dignity, humility and service that so radiantly defined Dr. King's character and empowered his leadership. On this holiday, we commemorate the universal, unconditional love, forgiveness and nonviolence that empowered his revolutionary spirit."

There are of course many reasons for honoring him on Martin Luther King Day, but a very important reason for all Union men and women, one that's often overlooked, is King's championing of the cause for organized labor and in particular, the striking Memphis sanitation workers. In fact, King declared "Our needs are identical with labor's needs: Decent wages, fair working conditions, livable housing, old-age security, health and welfare measures, conditions in which families can grow, have education for their children, and respect in the community." Martin Luther King Jr. knew and spoke often about the importance of the bond between workers rights and civil rights. African-Americans and workers were groups that endured oppression because they lacked power. The civil rights movement to overthrow Jim Crow laws, segregationist attitude, inferior treatment and hostility was successful for many reasons, but important was a strategy that included a mass movement of disruption and risk. Today, individual workers have little or no power; workers only gain power through a collective voice, but as in the civil rights movement, workers rights will only really improve utilizing a similar, successful community campaign

that incorporates disruption and risk as tactics. We have learned much from Martin Luther King Jr.

He also spoke out and lobbied hard against the so called 'right to work' laws enacted in many states. He believed those laws would undermine collective bargaining because he knew that justice for workers, the working poor, would come about when they were given the opportunity to bargain for better wages and better working conditions. "In our glorious fight for civil rights, we must guard against being fooled by false slogans, such as 'right to work.' It is a law to rob us of our civil rights and job rights. It is supported by Southern segregationists who are trying to keep us from achieving our civil rights and our right of equal job opportunity. Its purpose is to destroy labor unions and the freedom of collective bargaining by which unions have improved wages and working conditions of everyone...Wherever these laws have been passed, wages are lower, job opportunities are fewer and there are no civil rights. We do not intend to let them do this to us. We demand this fraud be stopped. Our weapon is our vote," said King.

All men and women, regardless of all color, religion, race, sex, sexuality, or creed owe a debt of gratitude to Martin Luther King Jr. King's life, work, and his philosophy and methods of nonviolence for social change, including his dedication to collective organization and empowerment of workers are reason why every Union Member should honor King's legacy. CWA Local 1103 is proud to pay tribute to Martin Luther King Jr.

**Kevin Sheil,
Vice President**

C-MED ACCEPTS NEW DEAL

After eighteen months of stall tactics and retro-active demands, the bargaining committee of CWA Local 1103, has reached an agreement with South Central Connecticut Regional Emergency Communications System. (C-MED)

The terms of the agreement are on the CWA1103 website, but some of the highlights are; salary increase of 3.0% in the first year, no raise in the second, 2.75% in the third year, and no increase in the health-care premium which will remain at 5%.

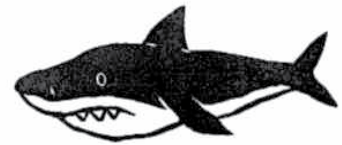
Again the economy has played the part of the evil variable while the negotiations went on. C-MED is a conglomeration of 18 towns that bargain collectively with the CWA and many of them are crying poverty as are most of the municipalities in Connecticut. All state budgets have been cut or trimmed in some way and in our bargaining units in Connecticut they seem to come after the unions first. Collective bargaining is being attacked right now in ways we have never seen before. After eight years of Republican dominated government, where tax cuts for the rich during a time of war put the federal and state government in a financial crisis, it seems that local governments are in panic mode over where funding will come from. Instead of having the monetary resources that should have been available to them during the last nine years, they are slashing programs, education, and public safety. And it always seems to start with demands for union Member givebacks. This

bargaining committee, led by Joe Mayhew, Ron Mangeri, Kathy Craven and myself said “no give-backs,” and through all the stress and challenges, including a long, year and a half timeframe, they remained united, fought with dignity, and ultimately prevailed.

When it comes to whether or not you agree with the politics or the ideals of a labor union, one

Draw a line connecting the institution to a corresponding scavenger.

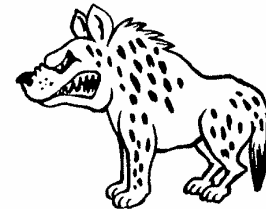
1. WALL ST.



2. BANKS



3. CREDIT CARD INDUSTRY



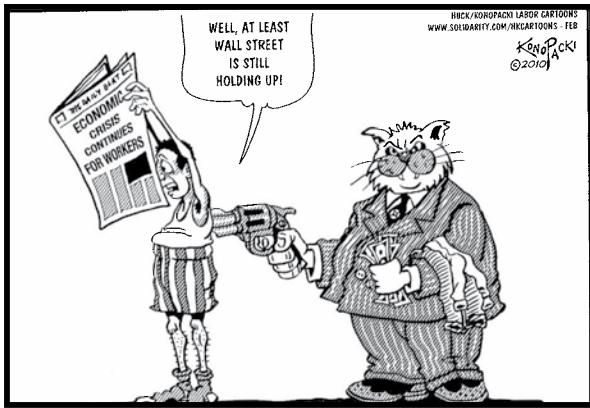
4. HEALTHCARE INDUSTRY



fact holds true, especially in today’s economically tumultuous time, that without a collective bargaining agreement and your union behind you, our members would not have the benefits or the security they deserve.

Support your union brothers and sisters by supporting your union.

**Kevin Scrobola,
Business Agent**



Unsafe In The Skies: TWU, IAM Disclose Safety Problems With Foreign Maintenance Of U.S. Planes

WASHINGTON--Many U.S. airlines may be putting their workers and their customers at risk by outsourcing of heavy maintenance of U.S. planes to foreign airplane maintenance stations, the Transport Workers and the Machinists warn.

And despite a congressional order in 2003 to the federal government to bring those foreign maintenance stations up to U.S. standards on such key issues as security background checks for aircraft maintenance workers, drug and alcohol tests, and mechanics' qualifications to work on complex modern-day aircraft, the now-departed GOP Bush government did nothing about the problem, the unionists add.

By contrast, the Obama administration announced Nov. 16 that it would start the process of writing rules to govern the foreign maintenance stations, union reps said.

The issue is important: To cut costs, U.S. airlines outsource 71% of maintenance overseas, IAM Vice President Robert Roach and TWU Air Transport Division Vice President Robert Gless told a House Homeland Security subcommittee. That's up from 34% eight years ago. They cited a Federal Aviation Administration (FAA) report.

And it's not just a matter of jobs, the two added, although thousands of highly paid U.S. mechanics lost their positions in the last eight years. It's a safety matter.

Lawmakers were concerned by inaction on aircraft maintenance and safety. Bringing maintenance up to snuff is a joint responsibility of the FAA, which regulates air safety, and the Transportation Security Administration (TSA), which screens passengers -- and is supposed to screen airport personnel, too.

"Security of foreign repair stations is a complex issue, and it raises questions about how much the U.S. government can do to further secure aircraft repair and maintenance work performed overseas," said Homeland Security Committee Chairman Bennie Thompson, D-Miss.

"That not only highlights a potential security risk for our flying public, but also reminds Congress of the need for improved interagency cooperation in the creation and implementation of harmonized security policies," Thompson added. "Security at foreign repair stations is not a new topic. Congress first required TSA to develop a security risk assessment and audit of foreign repair stations as early as 2003. Today, nearly seven years later, TSA finally released" a plan to start drafting rules on airplane maintenance and repair station security.

While other airlines outsource their maintenance to stations overseas, Gless said American Airlines

doesn't. Its contract with TWU requires heavy maintenance on planes flying in the U.S. be done in the U.S., mostly at Dallas-Fort Worth.

The year-old FAA report that Gless and Roach cited on aircraft maintenance gave examples of what happens when aircraft are maintained overseas, including:

*** Lack of security.** U.S.-based maintenance techs undergo FBI criminal background checks. Foreign techs have no checks or security clearances. One result: Foreign-maintained planes are easy terrorist targets.

"This is not as far-fetched as it sounds," Roach said. "An al-Qaeda member was employed at a Singapore repair station that performed maintenance on U.S. aircraft at the time he was arrested in 2001."

Gless noted that with the lack of security at foreign repair and maintenance stations, it is very easy for terrorists to sneak bombs aboard airliners -- as the Libyans did almost 30 years ago to the Pan Am plane that exploded over Lockerbie, Scotland.

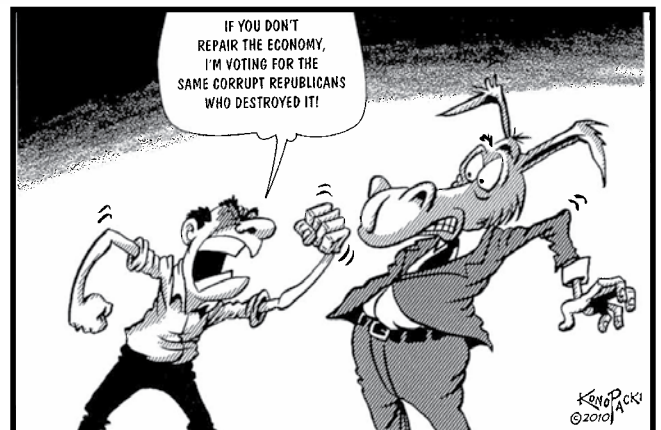
*** Shoddy maintenance leading to safety hazards.** In one example, Roach said that on Sept. 30, US Airways mechanics in Tampa found the company's repair station in El Salvador had crossed the indicator wires leading from two engines of a 737 to the cockpit. The wires trigger lights showing if an engine is malfunctioning.

That means if Engine #1 was sputtering, the light would show it was #2, Roach added. "If the pilots shut down #2 thinking it was the one with the problem, it would have left the aircraft with only one engine -- the one that was malfunctioning," he said.

*** Maintenance workers who don't know what to do.** All aircraft maintenance manuals, like the rest of communications involving airlines, are in English. There's no testing of foreign maintenance workers for English proficiency. "Imagine how difficult it is to repair a machine as complex as a modern jet aircraft with instructions written in a language you do not understand," Roach said.

*** No FAA oversight.** Gless pointed out FAA is already short-staffed and has trouble making all required inspections of U.S. aircraft maintenance stations, where the U.S. airlines must follow FAA maintenance rules. Those inspections are unannounced. The few FAA inspections done overseas occur after several months advance notice to the maintenance stations, he added. That lets stations get away with violations.

Roach proposed that if the foreign maintenance stations can't meet basic U.S. safety standards, Congress should legally order the airlines to move maintenance back here. Added Gless: "The alternative of double standards is a roadmap for disaster."



Building Retiree Power . . . Together

\$1.70 a month...

CWA retired members played a big role in last year's elections. And continuing to enlist our activism is vital to winning our key political goals: health and retirement security for all of us, and a stronger union movement.

It means both increasing the ranks of our National Retired Members Council and also building more and stronger Local Retiree Chapters, to extend and energize CWA retiree power through-out our communities.

Joining your **Local 1103 Retired Members Chapter** costs **less than \$1.70** a month.

But just like when we were active union members, remember:

IT DOESN'T COST - IT PAYS !

CWA's retiree program today is based on first signing up retirees as lifetime members to the National Retired Members Council for a very reasonable one-time payment of \$25. That allows for a sustained and growing network of retirees activists, and also the legal ability to communicate with them on political issues.

At the same time, retired members should participate in our **Local 1103 Retired Members Chapter**. Our local chapter membership puts you in the loop to hear about important issues and ways that we can have a voice in legislative and bargaining efforts that impacts our lives.

As a union member, you know the power of membership. You can continue to have power in your retirement years by joining our **Local 1103 Retired Members Chapter**.

As a RMC member we participate in social, educational, organizing, legislative, political and community activities that advance and enhance the interests of retirees and the CWA.

We look forward to working with and serving you to achieve and meet the needs, issues and concerns of our retired members. To accomplish this we **NEED YOU!** We need your presence, your ideas, concerns and your efforts. This is **YOUR** organization and we need your voice to best serve you.

Join Now!

RMC MEMBERSHIP DUES for 2010 still **ONLY \$20 per year** or **\$55 for three years**. Associates pay only **\$10**.
The **LOTTERY** began **January 1st**.
The annual donation for the lottery is **\$30**.
Please contact Ed to order your packet.

Ed Christensen
27 Friendship Lane, Milan, NY 12571
Christensen@cwa1103.org
Make checks payable to "CWA 1103 RMC"

National Retired Members Council
Retired Members Council Website:
<http://www.cwa-union.org/rmc/>

CWA Retired Members' Council
501 3rd St NW
Washington, DC 20001

\$25. one time fee

We want to keep in contact with you. Any address changes and/or other updates such as e-mail address can be referred to our secretary, Phyllis Cole-Hollis at cole-hollis@cwa1103.org. Any questions concerning membership dues or lottery can be referred to our treasurer, Ed Christensen at christensen@cwa1103.org.
COMING SOON: CWA Local 1103 RMC Website and PAY PAL !!!

In Solidarity,
Jeanette Spoor,
President, CWA 1103 RMC
jspoor@cwa1103.org

**Have a Drug,
Alcohol or
Gambling Problem ?**

**Call
Headquarters
939-8203 or 8204**

**Ask to be put in
contact with
Tom O'Halloran**


**All Information
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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



LETTERS TO THE LOCAL

Dear Everyone,

I cannot believe it has been two years since my retirement. My big news is that I got my new kidney on October 21st, 2009. I want to thank everyone for all their prayers and good wishes. I am happy and healthy living in Tennessee.

Everyone please think about organ donation, and let your family know your wishes. Out of one family's great loss and grief they gave me a new beginning and a gift that words cannot thank them enough for.

I receive excellent health care and everyday I thank God for my benefits and my union. I never worry about coverage or bills. It makes dealing with a major illness much easier. When you are young and healthy you don't think about these things.

So support your union and work hard and it will pay off down the road.

My best regards, Roberta A. Federoff

Editor's note: Last month we printed this letter with the incorrect name. We apologize to Roberta.

Date: December 5, 2009

To: Westchester County Central Labor Council & Members

From: 1LT Eric Molina

On behalf of myself and my soldiers, I want to thank you and all of the members of the Labor Council for your thoughtfulness and kindness in sending us care packages.

Being so far away from home, it means so much to us to receive these packages as all of the items are very much needed, and it brings a little bit of home to us here in the war zone. Unless one is away from home for a long period of time, and under the conditions that we live in everyday, it is easy to take for granted the comforts and conveniences of home. Having the support and kindness of those back home, makes our jobs and sacrifices have much more meaning and significance than we could have imagined.

I don't always have the time to write and communicate individually to all who have sent us packages, but please know that I am eternally grateful to you and the members for all that you have done, and continue to do. Time permitting; I will do my best to respond to emails.

We would also like you to know that our morale is high, and I am very honored to have the best soldiers under my command. And I know that we will accomplish the mission of protecting our country.

Sincerely yours,

1LT Eric Molina
4th Brigade Combat Team, 82nd Airborne
Afghanistan

PS: To the 2nd Grade Class of Mrs. Rubino – thanks to all for the beautiful pictures and candies!