



# THE EAGLE



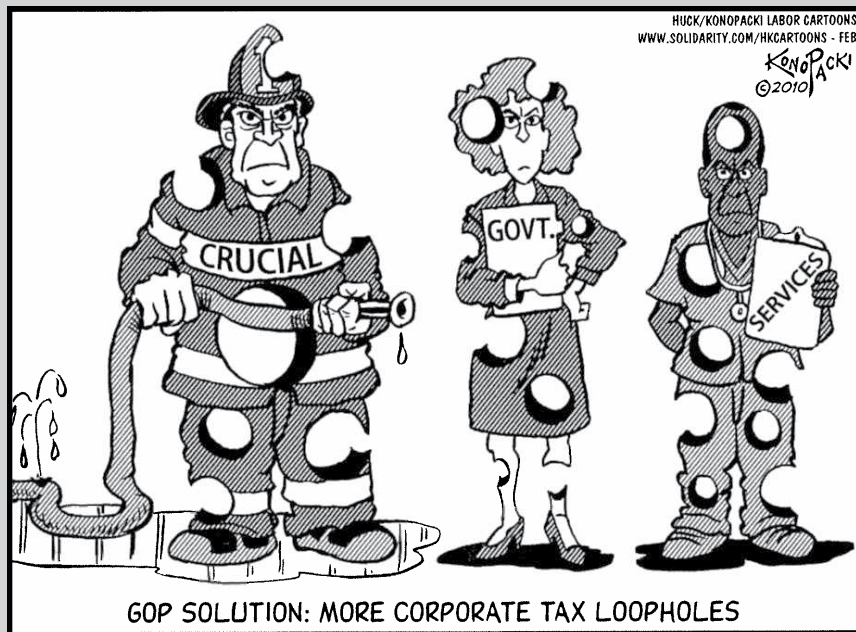
LOCAL 1103

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## The GOP and Friends Come Out Swinging Against Union Members



After the recent HealthCare Reform car crash, remnants from the scene of the accident still lingered vividly in my head. In a broad sense, it was the willful and irresponsible distortion of facts by the GOP, Chamber of Commerce, Faux News, and Insurance industry that remained. However, specifically glaring and offensive was the assault on Union Members.

It came around the last turn before the crash. Union leaders, including CWA President Larry Cohen, negotiated a compromise at the White House: (1) to raise the threshold for taxes on the so called Cadillac plans; (2) to delay any implementation of taxes; (3) exclude vision and dental benefits from

the overall cost of the healthcare package to further prevent their Membership's plans from being subjected to any tax; and (4) for support of the plan while it was to be merged by the Senate and House into the final bill.

What followed was a week that should have every union member fighting mad and on edge. There was "outrage" by some "news outlets" that unions were receiving a special deal and everyone else was getting screwed at their expense. They perpetrated a lie and got a majority of the public to believe it. To them, it didn't matter if was true, only that their message attained the desired effect

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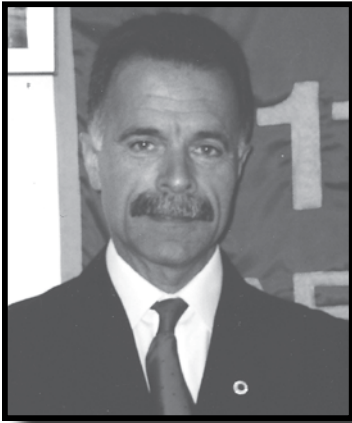


**Workers Comp. Claims Information**



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# In My View . . .



The General Public is undecided about Health Care Reform. They are confused about the importance of this issue and how it will affect them. Part of the problem is how they are barraged daily by the media. Big Insurance and Drug companies have been fighting Healthcare change for many decades. When the Clinton Administration attempted to fix this mess they underestimated the tenacity of there opposition, and subsequently the fight was lost. Fast forward to today and we face opposition even far greater. It has the debt of an endless money supply, hundreds of fulltime lobbyist working Capital Hill, TV and Radio spots galore along with Op/Ed articles in all the major newspapers constantly. There slick Snake Oil Salesman are successfully selling bottles of Doctor Good and the notion of government backed Death Panels to the American people every day.


This influence became very evident when the United States Senate buried the not for profit "Public Option". This was a direct result of the "for profit" Insurance and Drug Companies shifting there Spin Doctors into overdrive. In the end if we are unable to get the "Public Option" we would have lost the corner stone of our Health Care Reform; a tremendous blow to the American Worker. We would be down but not out. The irony is the group that is being persuaded to kill Health Care Reform are the very people reform would help the most.

I know this local passed a motion over two years ago to support Barrack Obama for President because mainly we wanted to change and reform Health Care and Labor Law; we also knew these would be most difficult and tough battles. We are not giving up the fight by any means, there's still a lot of hunt left in us but we need your help to be victorious, because knowing the alternative is not something anyone of us are willing to live with.

In Solidarity,

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

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



## THE EAGLE

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**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**

Fran Gottron ..... Organizer  
Anthony Masini ..... Office Administrator

**Union Hall: 914-939-8203    Tape: 914-939-8205**  
**website: [www.cwa1103.org](http://www.cwa1103.org)**

**EDITOR: Kevin Sheil**

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# 1103 Members donate over a 1000 lbs. of food

*The CWA Local 1103 Bare Essentials program is in full force. Please keep the donations coming. All donations are used to support our laid off Brothers and Sisters.*

**Business Agent Anthony Pugliese, Assistant to the President Fran Gottron, and Business Agent Mark Crumm coordinate Local 1103's Bare Essentials Program and Food Bank to assist our laid off Members.**



**Making a difference in the lives of those laid off.**

**Generous Membership donations seen here are just the tip of the iceberg.**



## **GOP and Friends, continued from front cover**

to vilify unions and workers.

Knuckleheaded politicians even joined the fray. "It's totally wrong. It's discrimination. How can you say a nonunion worker has to pay more in taxes than a union member? You're treating one class of employees better than another. It's one more payoff for votes," said Peter King (R-LI).

I mean, how ignorant? It's not true on so many different levels, and sadly and even worse, is that he knew it wasn't true.

An irrelevant talk radio host even made the claim that bus loads of Union thugs were being sent in to campaign for Martha Coakley during the Massachusetts Senate race. That same week, on Wall Street business cable channels and radio, there was much talk about Union bosses and Union thugs.

We are not even at EFCA yet, and already we have an amplification of union hatred and jealousy on the airwaves and in print.

So let's set the record straight.

As far as the taxes, Peter King, or any obtuse politician should know what they're talking about before they speak. In the compromise between the White House and Organized Labor, there was no distinction between Union and non-union workers. All citizens that had a healthcare plan and whose value did not meet or exceed the \$8,500 a year for an individual and \$23,000 for a family watermark would have had their plan exempted from the tax, and the individual was never going to be responsible for paying the tax. The employer who provided the benefit was to pay for the tax. Under the bill passed last month by the Senate, the federal government would have imposed a 40 percent tax on the value of employer-sponsored health coverage exceeding \$8,500 a year for an individual and \$23,000 for a family. The tax would have taken effect in 2013. White House officials and Organized Labor had agreed to an increase in those thresholds to \$8,900 for an individual and \$24,000 for a family.

Unions are against the tax because many of their members have employer based plans that are expensive, and soon would have been subjected to the tax. The plans are expensive because Union members have traditionally traded higher wages in return for secure healthcare benefits. Typically, union workers' benefits are better than non-union worker plans. The fear was that if an employer was

going to be taxed on the value of a Cadillac plan that it provided to its employees costing more than \$23,000, it would lead to an erosion of the benefits that their members had already attained. Employers would do all that they could to stay under the amount so as not to be taxed, by probably increasing an employee's deductible and/or co-payments or eliminating certain aspects of healthcare plans. That is why separating dental and vision from the equation was important, too. Starting in 2015, the cost of separate coverage for dental and vision care would be excluded from the calculations. If this had passed as written, and it still may, only the employee's healthcare package will count toward the \$24,000 not to be taxed, and the employer will be responsible for paying taxes on any amount above that figure.

So again, Unions helped everyone out, including non-union businesses that offer enhanced, costly benefit packages to their employees. However, most non-union employees don't have that level of benefit and that is why Zoo Television was in an uproar.

Union Leaders and Members need to start acknowledging that all of this "outrage" is designed to further marginalize unionized workers from everyone else.

Union Leaders and Members must confront political, corporate, and media adversaries who dare use code words meant to conjure up visions of On the Waterfront, or evoke memories of a Boss Tweed like character with a top hat and cigar. We must challenge them everywhere when they use derogatory, inflammatory and stereotypical language to define what a union Member is; deceptive language to divert attention toward this illusion of massive union corruption and criminal activity. When they use the term union boss or union thug we must do two things: First, we must demand answers to the following questions. What Union thugs are they talking about? What do they mean? Who do they mean, specifically, when they are saying Union thugs? Name them. Are they talking about the policeman, who puts his life in danger everyday by being called into situations when they are already spiraling out of control; a fireman, who runs into a burning building when everyone else is

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running out; our school teachers or teacher assistants, who beside a parent may be the most influential person in a child's life because they educate and nurture; Airline Pilots and Flight Attendants, the men and women who bravely landed a plane on the Hudson River and calmly evacuated everyone aboard; a nurse, who provides healing and comfort to the sick; a 911 Dispatcher, who provides aid and calming assistance to citizens in times of emergency; a librarian, who offers literary expertise and the virtual world through reading and books; a telecom technician, who is the literal backbone that supports the phone, computer and television networks nationwide; a union representative, who demands dignity, respect, job security, a safe work environment, and equal rights regardless of the color of someone's skin for all workers. Who are they talking about? Second, we can no longer turn a blind eye to these symbols of criminal organizations when tethered to unionism because it results in oppression and the denigration of union workers. Therefore, we must inundate politicians, television, and radio stations with emails and letters demanding an apology and/or denunciation of the offensive terms when used.

It is time that we eradicate certain words and expressions from our lexicon. Let's start today.

*Kevin Sheil  
Vice President*

## 2010 Local 1103 Scholarship Program



We are proud to announce the opening of our 37th Annual Local 1103 Scholarship Program. Since its inception in 1973, \$203,751.00 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:

### **21st 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.

### **32nd 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.

### **37th 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.

### **27th 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 Life 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, 2010.

### **METHOD OF SELECTION**

The eight winners will be determined by random drawing at the June 2010 General Membership meeting. The checks will be presented to the Scholarship winners at Local 1103's Annual Picnic June 2010 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*



# Workers' Compensation Claims

There are many reasons and important advantages for filing a Workers' Compensation Claim when you are injured on the job. The workers compensation laws are complicated and employers are NOT ON YOUR SIDE when you file a claim. It is extremely important that you contact your union representative and a Workers Compensation attorney when injured. The employer will have an attorney to represent their interest; you need one to represent yours.

***CWA Local 1103 recommends the office of Fine, Olin and Anderman because they have successfully represented CWA Members for decades. If you have any questions or need to file a claim, please call them @ 1-800-522-9001.***

## New York

All workers who experience an on the job accident, a work related illness or repetitive strain injury, etc., should report this information to their supervisor and make sure the accident is coded correctly. By New York State law, you have 30 days after the onset of the work injury or illness to report it and two years to file a claim.

## Connecticut

When reporting an injury to employer, any employee who has sustained an injury in the course of his employment shall immediately\* report the injury to his employer, or some person representing his employer. If the employee fails to report the injury immediately, the commissioner may reduce the award of compensation proportionately to any prejudice that he finds the employer has sustained by reason of the failure, provided the burden of proof with respect to such prejudice shall rest upon the employer.

A written notice of claim for compensation must be filed within one year from the date of the accident or within three years from the first manifestation of a symptom of the occupational disease, as the case may be, which caused the personal injury.

## Verizon Workers' Compensation Forms

Verizon New York no longer self-insures its Workers Compensation claims. AIG is now the Workers' Compensation carrier for Verizon New York. The claims are processed by Sedgwick Claims Management.

When you are injured "on the job" you will receive a packet of forms from Sedgwick. The packet contains a number of forms, questionnaires and medical releases. With the exception of the C3 (and possibly the C3.3) form, (which Fine, Olin and Anderman prefers to complete and file for members that retain them) **NONE** of the releases or questionnaires should be completed.

By signing some of the releases the injured Member is giving Sedgwick access to their medical records. In addition, by signing the C3.1 form, an injured Member is giving Verizon the authority to select their treating doctor. There is no requirement in the law for an injured worker to give such authority to the employer and we strongly recommend against it.



### **After an "on the job" accident:**

1. Seek medical attention, if needed, immediately.
2. Notify your supervisor
3. Contact a lawyer, (Fine, Olin and Anderman at 1-800-522-9001) the longer our Members wait, the more likely it is that they will have signed releases or completed questionnaires.

**Anthony Pugliese  
Business Agent**

## CWA 1103 Protects its Members

On Friday, January 22, a Local 1103 Member working for Avaya was sent to a job site to install a new server that a major corporation purchased from Avaya. While on the job site he was approached by a couple of contractors who claimed that they had jurisdiction of the work and not to touch any of their cables. He continued to do the job he was sent to do only to have to look over his shoulder the whole time for fear of the contractors. The following week, another Local 1103 Member and Avaya technician was sent to the same location for the second phase of the install. Upon arrival, he was met by the same contractors who once again attempted to throw him off the job.

He made the decision to call his Business Agent Kevin Scrobola to let him know about the problem from the previous week and a potential problem for the present week. After consulting with Vice President Kevin Sheil, it was decided to notify Avaya management and let them know that unless the Member's safety was assured, the Local 1103

Executive Board would be making a visit to the job site on the particular Saturday to personally ensure his safety. After 4 hours of conference calls between CWA Local 1103, Avaya Corporate and the project manager, a decision was made by the customer to put the contractor on notice and remove them from the site that day.

Personal safety is our responsibility, but sometimes a threat to your safety is imposed upon you by a contractor, customer or manager. If you feel threatened or uncomfortable because of someone's comments or actions, take a step back, be calm and remove yourself from the situation. Then immediately contact your union steward and supervisor and offer to do other work that is safe.

CWA Local 1103 is committed to the safety of all of our Members and we will protect our Members and all work within our legal jurisdiction.

*Douglas Sheahan*  
*Secretary Treasurer*

.....

Massachusetts Senator Scott Brown:

Please don't allow yourself to be used by the Republican Party for their anti-worker agenda. The people of Massachusetts put you there to fight for them and all of the middle class. They also sent a statement to Washington that the pace of positive change was coming too slowly. They want bipartisan cooperation and legislative results. We all do!

An opportunity to immediately demonstrate your independence is to support the Employee Free Choice Act. The people of Massachusetts deserve it and so do workers' everywhere.

The Union election process is nothing like the process that you just went through. If you were running in a union election, you would have first needed to show that you had 30% of the people of Massachusetts supporting your right to even have an election, and you would have had no access to a voters list to accomplish that. You wouldn't even have access to speak to the voters, but your opposition would. The union election process is skewed. Independent polls show that American workers want to join Unions, but they don't because the process is too arduous and biased. Workers face the threat of job termination or, in many cases; are actually terminated by unscrupulous company bosses for only exercising their right to join a union.

Please learn more about the NLRB union election process before you buy into the Republican talking points about the secret ballot. You will find that the process is not fair to workers desiring to join a union.

Abraham Lincoln, who believed in Unions and an organized labor force, would be outraged today at the Republican Party's abandonment of the middle class and organized labor.

Stand up for the middle class that elected you by standing up for American workers.

Sincerely,  
The Middle Class of America

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  
is Confidential



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

The Metro New York Labor Communication Council 2008 Award for Class A Editorial Opinion was recently presented to Kevin Sheil and The Eagle. The piece was named: **Reason to Believe: A Political Hate Machine Rejected.**

## CWA Joseph Beirne Scholarship

The Joe Beirne Foundation was established in 1974 to honor the name and memory of CWA's founding President who served for more than 30 years. In 1999, the CWA Executive Board combined the Beirne and Hackney scholarship programs into today's CWA Joe Beirne Foundation. There are 30 partial scholarships of up to \$3,000 each, and the winners also will receive second-year scholarships for the same amount, contingent upon satisfactory academic achievement of the first year.



CWA Members in good standing, their spouses, their children and grandchildren (including dependents of laid-off, retired or deceased CWA Members) may apply. No specific studies are required. Scholarship winners may pursue whatever courses they wish. The funding for the CWA Joe Beirne Foundation has been built up by voluntary contributions and is self-perpetuating from contributions and pledges received from CWA Local, Members and Officers.

Applications must be submitted by March 31, 2010 and should only be submitted online at: [www.cwa-union.org/members/beirne](http://www.cwa-union.org/members/beirne).