



THE EAGLE

LOCAL 1103

Volume 110 • No.03

Monthly Publication • Port Chester, New York

March 2011

WE ARE WISCONSIN



TRENTON- Showing solidarity with Wisconsin public sector unionized workers, CWA Local 1103 joined thousands of workers to protest Governor Walker's proposal to eliminate public sector collective bargaining rights. The

protest was also intended to send a message to New Jersey's own Governor, Chris Christie, who is publicly vilifying, and blaming teachers, police officers, firemen and other public sector workers for the state's budget crisis.

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Law

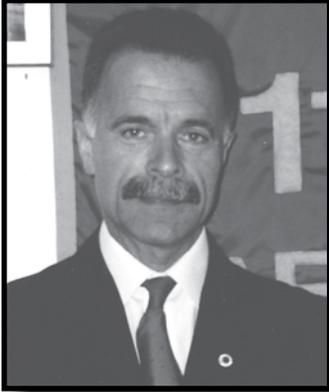


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In My View . . .



This year is loaded up pretty much with Contract Mobilization, not only in Verizon but a number of our Connecticut Public Sector Units as well. Regarding Verizon, on Wednesday night February 16, at the Union Hall the Executive Board and the Chief Stewards kicked off Local 1103's Verizon Mobilization Program. Vice President Kevin Sheil put a great program together that included a very

interesting and informative Power Point Presentation, followed by 6 workgroups brainstorming strategies and methods that we will need in order to get a fair and just contract. By the end of that late night meeting it was very clear to me that an important commitment was made to bring about a very successful Mobilization in which you the Member will play a key role. The next day I attended and participated in a down-state Presidents Meeting in which Mobilization was a very important and critical topic. In addition on March 2, at the Rye Town Hilton, District One Vice President Chris Shelton kicked off our multi state Mobilization program along with an intensive Mobilization training program that went all day. Although bargaining, is scheduled to start approximately in mid June much in the way of preparing must happen between now and then. 1103, 1107, and 1120 will be represented by Vice President Kevin Sheil who was elected to that position unanimously by myself, President Tony Caprara from 1107, and President Mike Salvia from 1120. I know Kevin will do a great job of representing FAA 3 in Local Bargaining because the plan he devised puts the issues that you feel are most important, front and center. Regarding CWA District One's Train the Trainer Program, Business Agent Joe Mayhew has been asked again by the National to assist them train other Local Leaders and there Memberships about Mobilization across the State. Verizon Contract Negotiations for New York and New England will again be held wright hear in our own backyard at the Rye Town Hilton. Because bargaining will be literally down the block from our Union Hall and giving our Local instant access to the Negotiations, it also means it will be our obligation to demonstrate our willingness to get involved in any kind of needed action in a moments notice. We in Local 1103 are honored to be intimately involved in this process at every level and just like we have delivered in the past we will deliver again when called upon.

This year, in my opinion, will be the toughest year for Unions in a hundred years. As you probably are aware from current events there is an organized attempt by the Right Wing to destroy a Unions Right to Collectively Bargain, in the Public Sector by using the excuse of a Budget shortfall like that Jerk – Job Governor from Wisconsin Scott Walker has stated. In fact there is no Budget shortfall at all, because early on the Unions in Wisconsin had already agreed to the concessions that gave the governor what he needed to balance that budget. So the question is, what is this really about?, and the answer is, it's about a well organized plan by the Right that has both short and long term goals. The first is to win back the White House and the Senate in 2012 as well as to remove the Middle Classes ability to have a seat at the table, forever. The Very Rich have always dreamed of an America without Unions, which in effect are the voice of the Middle Class. The only way there plan can become a reality is to remove the millions of Campaign Workers and Campaign Contributors

from the equation by destroying the Democrats Power Base, Unions, and the quickest way to accomplish that is to get rid of the workers right to collectively bargain, or to have any say at all in the workplace. God forbid, but if this happens it will ultimately render Unions useless. Just imagine, what would life be like if your employer had no work rules. We cannot and will not allow this to happen and that's where you come in. Your part is most important in that you will be called upon to get involved, I mean really involved in not only your own Mobilization for a fare and just contract, but with the American Labor Movements Mobilization events that will require your presence and participation. We are doing everything we can to help the Union Members in Wisconsin, while at the same time we have a similar situation going on with our own CWA Public Sector Workers in N.J. in which that Governor, Chris Cristi has been trying to destroy ever since he took Office. On Friday February 25th, in Trenton N.J. CWA District One and every other Labor Union connected to N.J. sponsored a Major Rally in Trenton. The purpose was to demonstrate disgust and displeasure regarding Cristis anti Union and Bullying Policies. 1103's Executive Board and Members were a part of that Great Rally but we could have and should have done better by having more of us there. Knowing how very important the STAKES are right now, and that the Labor Movement is faced with its toughest fight in a hundred years we need you, and that is why when we or your Chief asks you to send an E-Mail, attend a rally, or anything that resembles any kind of Mobilization it is your obligation as good Union Members to STEP UP.

This will mean the difference between success and failure in which failure is not an OPTION.

In Solidarity,

Joey
Joey Barea Jr.
 President



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

Fran GottronOrganizer

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

EDITOR: Kevin Sheil

PERIODICALS POSTAGE PAID
 (USPS 663-570)

AT PORT CHESTER, NY 10573

March 2011

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

ELECTIONS HAVE CONSEQUENCES

Whichever candidate you vote for in any given election, it is important to remember your vote has consequences. Often we cast our vote and don't consider its ramifications until the next election. Those ramifications manifest themselves in the political policy of the majority party. Policies affect our jobs, health and security. If we simply vote and don't pay attention until the next election, some of those policies may have detrimental effects on our families. We need to lean forward and pay attention in between the elections and be prepared to stand up and say stop when those policies are wrong for working families. CWA is committed to providing information and details of our elected representatives' positions as they applied to working family issues.

Nan Hayworth Congressional District 19 On Jobs

When it comes to jobs, Hayworth is not a very good doctor for an ailing economy. Recently at a gathering of Westchester businessmen, she proudly stated, "To me, the best thing the federal government can do is stop trying to create jobs"1. Hayworth is out of sync with the needs of her 19th district constituents. Spurring Job creation through government intervention has occurred throughout history. Both state and federal governments have always helped to create environments to put Americans back to work. Government uses tax policy, targeted spending and public-private partnerships to help build certainty in both the private and public sector to create a job-building atmosphere. A perfect example of government's intervention is the NYS Public Service Commission. When it provided strong regulation in 1995, the telephone company hired. Conversely, when it failed to continue strict guidelines our membership diminished. The fact is government is the only one big enough to stand up to BIG Business and demand reinvestment in American jobs.

Yet, Hayworth is staying out of helping to create jobs; in fact, she is working real hard to avoid it. On the Bishop motion to Recommit H.R. 38, 1/25/11, Hayworth voted NO against barring companies that outsource US jobs from obtaining American government contracts. While others in the government are trying to force companies to keep work in the US by withholding taxpayer-funded contracts, Hayworth is using her vote to reward them. Congressmen

Tim Bishop (D-LI) best sums of CWA's position on Hayworth's vote, "The American people elected this Congress to help create American jobs. Outsourcing costs American jobs and should not be subsidized with taxpayer dollars."

On Healthcare

Congressmen Hayworth recently joined the new House Republican majority in an attempt to repeal Healthcare Reform. The question is why waste time attempting repeal when there is no chance of winning? Hayworth's party doesn't have the votes in the Senate and even if they did, they wouldn't have enough to pass a two-thirds majority vote to override a presidential veto.

The real question is why repeal rather than make it better? The current Healthcare reform has very important safeguards for our families and will help to drive down the cost of healthcare. For self-funded plans like those negotiated by CWA, lowering healthcare costs is very important to making sure those plans are sustainable for both our active and retired Members. CWA families are already realizing benefits; we can now cover our children up to 26 years of age if they cannot find employment that offers healthcare. Unquestionably one of the most important provisions of the new law stops insurance companies from denying coverage to children with pre-existing conditions. Why would anyone want to turn back a law that protects children? The current law also encourages small businesses to offer Healthcare:

-In 2014, small businesses, on average, could save up to \$350 per family policy and many may be eligible for tax credits of up to 50 percent of their premiums.

-The tax credits are already available to small businesses and cover 35 percent of their premiums.

-All businesses will likely see lower premiums of \$2,000 per family by 2019, which could generate millions of dollars in savings.

So instead of wasting time politicking, CWA encourages Representative Hayworth to offer suggestions to make reform better and get back to the real work of creating jobs.

**Joe Mayhew,
Business Agent**

‘RIGHT TO WORK’ for Less Laws:

Questions and Answers

Q: What is a “right to work” for less law?

A: Despite its misleading name, this type of law does not guarantee anyone a job and it does not protect against unfair firing. By undermining unions, so-called “right to work” laws actually weaken the best job security protections workers have—the union contract.

A state “right to work” law stops employers and employees from negotiating a type of agreement—known as a union security clause—that requires all workers who receive the benefits of a collective bargaining agreement to pay their share of the costs of representing them. These laws say unions must represent every eligible employee, whether or not he or she pays dues. In other words, “right to work” laws allow workers to pay nothing and still get all the benefits of union membership.

These laws aren’t fair to dues-paying members. If a worker who is represented by a union and doesn’t pay dues is fired illegally, the union must use its time and money to defend him or her, even if that requires going through a costly, time-consuming legal process. Because the union represents everyone, everyone benefits, so everyone should share in the costs of providing these services. Amazingly, nonmembers who are represented by a union even can sue the union if they think it has not represented them well enough.

And “right to work” laws offer no new protection for workers who choose not to join unions. Under federal law, no one can be forced to join a union or to pay dues not directly related to the cost of representing them.

Q: Will a “right to work” law benefit workers in our state?

A: No. Workers in states with so-called “right to work” laws have a consistently lower quality of life than in other states—lower wages, higher poverty, less access to health care and poorer education for children, according to data from the U.S. Department of Labor and the U.S. Census Bureau. Why should our state adopt a losing strategy that

lowers the standard of living for workers and their families?

Lower Wages

On average, workers in states with “right to work” laws earn \$5,538 a year less than workers in other states.

Less Investment in Education

“Right to work” states spend \$2,671 less per pupil on elementary and secondary education than other states.

Higher Workplace Fatality Rates

The rate of workplace deaths is 52.9 percent higher in states with “right to work” laws, according to Bureau of Labor Statistics data.

Unions Improve Living Standards. “Right to Work” Laws Don’t

Overall, union members earn 28 percent (\$198) more per week than nonunion workers. Hispanic union members earn 50 percent (\$258) more each week than nonunion Hispanics and African Americans earn 29 percent (\$168) more each week if they are union members.

78 percent of private-sector union workers have access to medical insurance through their jobs, compared with 51 percent of nonunion workers. And 77 percent of private-sector union workers have access to guaranteed (defined-benefit) retirement plans through their jobs, compared with just 20 percent of nonunion workers.

Only 2.9 percent of union workers are uninsured, compared with 14.2 percent of nonunion workers.

Q: How will a “right to work” law affect our economy?

A: We need to strengthen our economy, but a so-called “right to work” law would take us in the wrong direction. Our state has a better economic record than states with these laws. For employers, a union contract with lower turnover and higher employee morale equals higher productivity. By undermining contracts and depressing wages, a “right to work” law would reduce expendable consumer income and hurt productivity.

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Q: Do we need a “right to work” law to attract new jobs to our state?

A: No. Industries locate in a state for many reasons, but “right to work” laws are not among them. Factors like workforce productivity, availability of skilled workers, transportation, closeness to markets and materials, quality of life and proximity to research universities are the keys to economic growth. We need to create good jobs throughout the state, but a “right to work” law will not persuade companies to move here.

Q: Who benefits from “right to work” laws?

A: No one. Some low-wage employers might think they would benefit from weak unions and low wages, but union members also are consumers. “Right to work” laws undermine the purchasing power of unionized workers. Employees covered by union contracts receive 28 percent more in wages and benefits than workers without unions. For women workers, the union advantage is 34 percent. For African American workers, the union advantage is 29 percent. And for Hispanic workers, the union advantage is a whopping 50 percent. When “right to work” laws weaken unions and drive down wages and benefits, workers have less to spend and the entire economy—particularly small business—suffers.

Q: Without a “right to work” law, can a worker be forced to join a union?

A: No. The U.S. Supreme Court has ruled that no collective bargaining agreement can require anyone to join a union. Unions and employers may only negotiate contract provisions requiring nonmembers to pay their fair share of the union’s costs in representing them.

Q: Is a union required to represent all employees covered by a contract (nonmembers as well as members)?

A: Yes. Under federal labor law, unions have the duty to fairly represent all workers covered by a contract. That means nonmembers who pay no share as well as members get the same wages, hours and working conditions established by the contract.

Unions must bargain for everyone and enforce the contract terms for everyone in a fair, honest, non-discriminatory manner. Unions cannot refuse to pay the costs of arbitrating a grievance simply because it involves a nonmember. A union that violates this duty of fair representation can be sued. This duty of fair representation applies whether or not the state has a “right to work” law.

Q: If our state enacts a “right to work” law, who will pay the costs of representing nonmembers?

A: Union members will be forced to pay not only their own share of representation costs, but also the full costs of those who do not pay their fair share of dues but still receive all of the benefits of union representation.

Q: Does a union security clause require nonmembers to pay full union dues?

A: No. Nonmembers are required to pay only the proportion of union dues related to collective bargaining expenses, so these costs are fairly shared by all represented employees.

Q: Can a union unilaterally impose a union security agreement?

A: No. The employer and the union must negotiate a union security agreement. If management refuses, there is no union security agreement.

Q: Why would an employer agree to a union security clause?

A: Many employers want to avoid the divisions and animosity that occur when some workers have to pay the costs of representing nonpaying employees.

Q: Will a “right to work” law protect a worker’s right to a job?

A: No. These laws guarantee no one a job, nor do they provide any due process or just cause protections against unfair firing. By undermining unions, so-called “right to work” laws weaken the best job security protections workers have—a union contract with a grievance procedure that requires employers to have legitimate, job-related reasons for disciplining or discharging an employee.

The GOP vs. YOU

Contrary to the argument presented by boorish GOP politicians, our state and federal budget problems were not caused by middle class workers of the public sector. The decrease in federal and state revenue is due to Bush era tax cuts for the ultra-wealthy in a time of two wars, corporate tax loopholes, the credit and home mortgage crisis, falling home prices, and a high unemployment rate.

These corporate backed politicians have an agenda to eliminate the middle class and bust unions.

Some of our tone deaf politicians want you to believe that these dedicated public servants--our tax paying neighbors who teach our children, run into fires and protect us from crime—are responsible for the budget deficit and that the answer lies on the back of these workers only. So instead of being honest with the public and having an adult conversation about shared sacrifice for everyone, these corporate backed politicians have chosen to demagogue the issue and accuse workers of having over inflated salaries and benefits. They never mention that the pension and health care benefits that public workers' receive are deferred benefits, often in exchange for no wage increases, that have been earned through a history of collective bargaining agreements--a mutual and collaborative process between employer and worker.

According to a study by the Economic Policy Institute, public sector employees across the country are paid 11 percent less than private sector employees on average when comparing only wages. When looking at total compensation, including employer-provided benefits, private sector workers still earned about 3 percent more than public employees.

It's disingenuous when our corporate backed politicians say they are relieving the wealthiest two percent of the population of their tax burden for the sake of the rest of us, and that it is ok to eliminate collective bargaining rights for the sake of our economy, and that forcing public workers to increase contributions to their retirement and healthcare is really to save the taxpayers money.

It is a litany of lies being told as a way to justify tax breaks for the ultra-wealthy and 'hard choices' to balance budgets. The truth is that these corporate initiatives, disguised as responsible public policy, are choking the life out of the working middle class and our democracy.

Because public workers' provide a community service at taxpayer expense, how corporate backed politicians treat them are not just internal matters, and we can not allow those workers to be targeted for labor conflict. Government's relationship to its employees should not be calculated solely as a bottom-line entry in a budget, and ought to reflect longstanding respect for work and workers.

Workers rights are Human rights! The right to form, organize, or join a union is a fundamental and internationally-recognized human right, listed in the 1948 United Nation's Declaration of Human Rights. But because our nation's laws provide weak protections for workers' right to form a union, the American middle class is losing ground.

This attack on public workers' is about more than just balancing budgets, it's a premeditated power grab by the ultra-wealthy to control future elections by silencing the one voice that consistently advocates for all workers' rights and the middle class. Organized labor fights for the interests of

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The demonstration on February 25 was organized by the New Jersey AFL-CIO and included individual unions, religious leaders, progressive groups and supportive politicians. The consistent theme was stop using the states' budget crisis as an excuse to blame middle class workers and take away their benefits and rights. CWA President Larry Cohen stated, this is an "awakening," when referring to the spontaneous movement by average Americans fighting for survival. He also supported the workers in Wisconsin by taking on the Radical Right's new talking point, directly countering that "public sector workers are not privileged, and by the way, I do not know one teacher or fireman who is a millionaire."

It's not just Wisconsin, regressive worker laws, we were told, are also proposed in Indiana, Ohio, Florida, Tennessee, New Jersey, and other states. The attacks range from eliminating collective bargaining rights to repealing community living wage laws. There are even anti-worker proposals to create more right to work states and eliminate seniority protections permanently. "It's a divide and conquer strategy; but middle class workers will unite and win because good jobs mean strong communities," CWA District One Vice President Chris Shelton told the crowd.

Richard Trumka, AFL-CIO President, added "that while it's convenient to use the budget shortfalls as a reason to attack workers and their right to collectively bargain, 'right to work' states where workers do not have that right have the same or worse budget crisis, so this isn't about balancing budgets, it's about breaking unions and destroying the middle class." He added, "Texas has a 13.4 billion budget hole, Virginia 2.4 billion, Louisiana 1.7 billion, Georgia 1.4 billion, and Arizona 974 million, so you see there is no correlation between collective bargaining rights for public workers and any state budget crisis."

Governor Walker's attempt to state the argument as necessary to balance the budget is backfiring. As evidenced by a New York Times-CBS poll,

Americans oppose efforts to weaken the collective bargaining rights of public employees unions by a margin of almost two to one—60 percent to 33 percent. And Wisconsinites know that Unions have already agreed to concessions that would make up the budget deficit. In fact, Walker and the Republican legislators have provided tax breaks to the wealthy that exceeded the so-called deficit.

The Members of Local 1103 who rode the bus to Trenton and joined the protest recognized that this moment is something big. It was a fun day with purpose despite the heavy rain showers and stiff wind. It's hard not to feel connected to the people of Wisconsin and their righteous cause. As we all know, WE ARE WISCONSIN!

**Kevin Sheil,
Vice President**

| Lower-Income People Side with Unions while the Affluent Are Split | | | |
|--|---------------|---------------|-----------------|
| <i>In Wisconsin collective bargaining dispute, do you side more with ...</i> | Unions | Gover- | Union- |
| | % | nor | Gov Diff |
| | | % | |
| Total | 42 | 31 | +11 |
| Republican | 17 | 53 | -36 |
| Democrat | 67 | 12 | +55 |
| Independent | 39 | 34 | +5 |
| 18-29 | 46 | 13 | +33 |
| 30-49 | 40 | 32 | +8 |
| 50-64 | 49 | 35 | +14 |
| 65+ | 33 | 45 | -12 |
| White | 38 | 36 | +2 |
| Nonwhite | 51 | 19 | +32 |
| <i>Household income</i> | | | |
| \$75,000 or more | 36 | 40 | -4 |
| \$30,000-\$74,999 | 49 | 31 | +18 |
| Less than \$30,000 | 46 | 20 | +26 |

PEW RESEARCH CENTER Feb. 24-27, 2011.

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PERIODICAL

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workers as a class - all workers, and challenges corporate power with a broader vision of social justice. Workers' rights are as important today as at any time in our history. And in the face of weak laws, hostile employers, and a largely indifferent media, the voice of the Union is critically important.

However, this fight is not Organized Labor's alone. The middle class

will continue to erode until there is no one left; unless all workers- public, private, union and non-union- unite and fight.

CWA's Local 1103 Executive Board recognizes that we are at a crucial moment in organized labor's history, and that workers' rights are as important today as at any time in our history. Local 1103 is in a unique position because we represent working men and women in two states within the private and

public sectors. We can and will make a difference. We will not stand on the sideline, and will continue coming to your workplace to talk to you about supporting collective bargaining rights for all workers, jobs, health-care, and retirement security.

**Kevin Sheil,
Vice President**