



THE EAGLE

LOCAL 1103

Volume 107 • No.6

Monthly Publication • Port Chester, New York

June 2008

Once Again – It Doesn't Cost, It Pays To Be Union – Ask West Haven **Grievances Net over \$4,500.00 for W.H. Members**



The West Haven Bargaining Committee of Joe Mayhew, Jim Cavallaro, Ray Puslys, Bob Morton, Tom Reilly, Fred Morro, Tom Conroy and Diane Dietman after agreeing to a tentative agreement.

The Management Rights" clause in a contract does not give a city a right to repudiate that contract. That's the message that was sent to the City of West Haven when it unilaterally changed the wage structure for the Collector of Delinquent Revenue Accounts in the West Haven Supervisors Unit, a job that while not filled for many years, was maintained in our Collective Bargaining Agreement.

The CBA states that the wages for the position of Collector of Delinquent Revenue Accounts begins at \$47,375 and tops out at \$51,160. The City, however, posted the position as of March 23, 2007 at the amount of \$45,000 for the top step and indicated to the Union they had the right to change the wages under the management rights clause in the contract.

The Union's position was clear. The contract states the City can create job descriptions and revise existing job descriptions as deemed necessary; except, where such rights, powers and authority are specifically relinquished, abridged or otherwise limited by the provisions of this Agreement.

Those rights were relinquished when it negotiated the specific wages in the Collective Bargaining Agreement. To resolve the issue, a grievance was filed and a Dept. of Labor Charge was initiated. During the informal hearing with the MERA agent, the Dept. of Labor agreed with the Union's position and was prepared to recommend a full hearing unless the City could offer a settlement that was

Continued on back page

Workers Memorial Day pg. 3



Children's Hospital Walk pg. 4 & 5



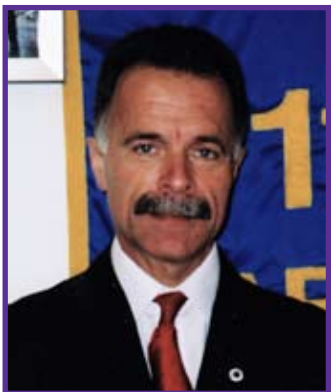
General Membership Meeting Notice . . pg. 7



Picnic R.S.V.P. . . .pg.8



In My View . . .



I know that the election is months away, but you and I enjoy being part of the American Labor movement, need to know who is and isn't our friend. Although the President is elected for only four years, what they do can affect our lives and our children's lives for decades. That is why it is

so important for us to carefully screen everyone and decide who will be candidate for America's working men and women.

This month I want to raise awareness about someone who has openly committed to continue the anti-union agenda and put profit before people that we have lived with for the last eight years. Senator John McCain is a well-liked individual and is known for his military service and for being a "maverick," something that many of us want. However, many people do not know about his economic policies and how it would impact on working families. If John McCain is elected president, our country will continue to have record job losses, more home foreclosures, stagnated wages and rising gas prices. His free market approach to the economy relies on deregulation and privatization that favors the wealthy and wealthy corporations over working families. Like Bush, we want to extend tax cuts for the rich, privatize social security, encourage more outsourcing and the privatization of our jobs and undermine employer-based health care. He thinks employers should not pay taxes on health care for employees, but rather the employee should pay for it.

President Clinton was wrong when he signed NAFTA into law and McCain is wrong for wanting to negotiate a free trade agreement with any country. NAFTA resulted in the loss of 1,015,290 jobs and this will only continue and recently said that the job loss of 63,000 people this last January "was not terrible." He is in favor of "continuing the war for 100 years," voted to abolish the minimum wage, voted against protecting workers' overtime rights, voted for tax breaks for companies that ship jobs overseas, voted for tax breaks for the rich, wants to privatize social security and opposes our right to bargain. That's

right. He voted against the Employee Free Choice Act that would let workers form or join a union and voted for a National Right-to-Work for less law that would attempt to eliminate unions altogether. I could go on and on, but I think you get the message that he is not a friend of Labor and will carry his anti-union agenda to the White House if elected.

Finally, with August just around the corner, I want to talk about bargaining. For some reason, there are some people who actually think that the contract is signed, sealed and delivered. Well, IT'S NOT and it won't be if Verizon continues with retrogressive health care demands. The national bargaining committee has not sat down with them in close to six months and as a member elected to the Local Bargaining Committee, we haven't met yet. I bring this up because I don't want any of you to use your strike fund for anything else. Unless Verizon does a 180, we will be on strike in a couple of months so be prepared.

A handwritten signature in black ink that reads "Joey". The signature is stylized and cursive.

JOSEPH A. BARCA, 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
Ron Mangeri Joe Mayhew Anthony Pugliese

STAFF

Christopher Cutter Assistant to the President
Fran Gottron Organizer
Anthony Masini Office Administrator

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

EDITOR: Chris Cutter

PERIODICALS POSTAGE PAID
(USPS 663-570)

AT PORT CHESTER, NY 10573
June 2008

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

15 WORKERS ARE KILLED EVERY DAY NATIONALLY

19TH WORKERS MEMORIAL DAY REMEMBERS

This year marks the 38th anniversary of the enactment of the Occupational Safety and Health Act and the 19th year since the first Workers Memorial Day was observed in 1989. The National AFL-CIO started this day of mourning and remembrance to make the American public aware of the tens of thousands of workers who have been killed and injured on the job and the need for worker protections and laws to enforce them. Here in New York and Connecticut, and across the country, workers observed Workers Memorial Day to remember those men and women who have suffered or died on the job because of dangerous working conditions and/or exposure to toxic substances. 1103 joined other unions in our area to handbill early morning commuters at train stations in Westchester and Putnam to inform them of the dangers workers face every day on the job and the need for legislation for worker protections.



Doug Sheahan, Joey Barca, Anthony Pugliese and Kevin Sheil handbill the Port Chester train station.



President Joey Barca and Chris Cutter welcome District Attorney Janet DiFiore and County Executive Andy Spano to the event.

At the Workers Memorial the Westchester-Putnam Central Labor Body (CLB) hosted a reminder for the public and our elected officials at an evening service held at the Kensico Dam in Valhalla.

Local 1103 Assistant to the President Chris Cutter, acting in his capacity as Vice President of the CLB, helped coordinate this event. The vigil concluded by reading the names of the 8 Westchester/Putnam workers who had succumbed to workplace tragedies in 2007. Besides the emphasis to make the public and our local elected officials aware of how strongly we feel about the importance of workplace safety, this year's Workers' Memorial Day was once again followed by a reception hosted by the CLB. Its pur-

pose was to raise money to build a monument at the Valhalla dam to commemorate the workers of Westchester and Putnam Counties who have died on the job and to renew public awareness of the dangers workers face every day.

We regret to say that even after decades of struggles by workers and their unions, only minimal improvements in working conditions have resulted. Millions of workers have no protections under the Occupational Safety and Health Act. Companies that repeatedly break job safety laws – killing workers – still face weak penalties. Last year alone 5,840 workers were killed by traumatic injuries and another 60,000 died from occupational injuries. Many long-recognized hazards have not been addressed, and new workplace hazards that have emerged get no attention, while ergonomic hazards still

Continued on page 7

HELLO AMERICA: It's the Organized Labor Movement...Remember Us?

The organized labor movement is at a crossroads. NO! The organized labor movement is in crisis. On the cliff of irrelevance due to the never ending barrage of right-wing legislative mandates, ideology and family values, a rigged judicial system and the unlimited resources of a corporate America intent on destroying the middle class: it is understandable why organized labor finds itself where it is today: weakened and dazed. The incessant and broad attacks on America's working class have been stunningly effective, while publicly the designed aggression and its deplorable impact remains mostly overlooked.

We are in the midst of a Presidential campaign and the issues important to workers are not even part of a casual discourse. Has anyone even mentioned organized labor or working class America issues? What about the right to freely join a union, the right to bargain collectively, health care, social security protection from privatization, pension protection, safety on the job, reclassification of union jobs to management, outsourcing, and the infiltration of corporate executives to positions of oversight (DOL, MSHA)? What about all of the nefarious governmental and corporate schemes and roadblocks persistently put in place that denies workers a fair playing field? All of which are undeniably intertwined and, of course, contribute to the stagnation of American wages, the elimination of American jobs, and immorally, even American workers deaths. And it's not even part of the public conversation.

Think about all the opportunities for labor's inclusion into the community's consciousness that have just based on by. Insidious examples of abuse that range from George W. Bush's administration effort to prevent workers rebuild-

ing New Orleans after Hurricane Katrina from receiving a prevailing wage, and newly elected Governors in Indiana and Missouri eliminating collective bargaining for stage employees with a stroke of a pen. The American coal mines with scant safety regulations and little meaningful oversight have seen its share of tragedy and disasters in the shafts recently. Do you think that the industry's de-unionization of its coal mines has anything to do with that. What about NAFTA and CAFTA, or any other free trade agreement with third rate governments that ban unions, exploit environmental laws and pay workers peanuts, consequently forcing American workers to compete with the poor in a race to the bottom?

How did we in organized labor get here and why do we allow it to continue? It can be argued that Bush's right-wing government's philosophy, powerful influence and anti-union policy allows for unchecked corporate profits and abuse, while willfully putting the American working class issues last; but we allow it. A case can also be made that many workers within organized labor generally believe that they still have more in common with the policy makers and the wealthy than they do with their own true reality. As if we see ourselves differently than we actually are. But this is not just some teenage insecurity, it is a known political strategy called the "ownership society" and it has been perpetrated on the working class for decades. It genuinely has been an effective psychological tactic executed by powerful and wealthy politicians, with of course, explicit approval by powerful and wealthy business friends to advance their cause. "The idea is simple: if working-class people owned a small piece of the market – a home mortgage, a stock

portfolio, a private pension – they would cease to identify as workers and start to see themselves as owners, with the same interest as their bosses. That meant that they could vote for politicians promising to improve a stock performance rather than job conditions. Class consciousness would be a relic." (Naomi Klein)

In order to step down off the cliff of irrelevance, we in the organized labor movement need to be truthful with who we are. We need to start identifying ourselves and vote as workers again...proud, professional and educated unionized American workers that are collective pieces of a righteous movement called organized labor. A common working class movement that built our homes, our schools, our places of worship, our communities, our infrastructure, our military and our country! It is incumbent on us to require that our issues be raised in the public forum, to demand accountability from our politicians not interested in speaking about the inequality produced by their decisions. It is time that we overturn lawns and throw out politicians who have negatively impacted workers and stifled their rights. It is time that we stop allowing ourselves to be bamboozled into believing that our interests are the same as the corporate executives sitting in board rooms and wealthy politicians making policy. We need to assist those who will help us advance our cause. We need to engage and speak openly on economic justice, workplace dignity, social worth and civil rights...real family values. It is time organized labor walked with a little swagger again, to ensure we are once again in America's psyche. And don't you forget that!

KEVIN SHEIL
Vice President



BA's John Gentile, Joe Mayhew and Ron Mangeri in early AM at Croton Falls Railroad Station

cripple and injure more workers than any other workplace hazard.

We are fortunate to have a union to fight for us, but many workers don't. CWA will continue to fight for the freedom of workers to form unions, and through their unions, speak out and bargain for safe jobs, respect and a better future. All workers, union and non-union alike, deserve the right to work in a safe environment and go home to their families safely at the end of the day.

JOHN GENTILE
Business Agent

LETTERS TO THE LOCAL



Dear Joe,

Thank you and Local 1103 for your continued commitment to saving lives. As a result of your efforts, many patients will see another tomorrow. Because of the CWA men and women, 216 patients will be able to receive the gift of life.

Sponsoring a blood drive is an important community responsibility and it requires advance planning to assure success. Your group's participation will help us reach the daily collection goal that is needed to support the patients in our community.

On behalf of everyone at the American Red Cross and the patients and their families that you have helped – Thank You.

/s/THOMAS KANE

Blood Svcs, NY-Penn region

* * *

Dear Local 1103,

Thank you for your support at the golf outing. Kevin and I, along with his whole family, truly appreciate all of your generosity and kindness. The past two years have been a struggle, but we can always find that smile or words of encouragement from friends, family and all who hear Kevin's story. He is a man of courage and strength, that with your help, has been able to keep up his hard work and determination. He continues to push himself and try to get to the next level.

Our family is truly blessed to have the support of others. Thank, you so much.

/s/Robin, Kevin & Ryne (Cleary)



GENERAL MEMBERSHIP MEETING

TUESDAY - JUNE 10TH

5:30 P.M. SHARP!

LITTLE THEATER

WESTCHESTER COUNTY CENTER

agreeable with the Union.

To that end, the City entered into a settlement with Local 1103 that vacated the position and re-posted it at the correct wages. Because it was the membership that was harmed during this improper posting, the Union demanded that restitution be made to the entire membership. The City paid the sum of \$4,524.60, which was equal to the amount lost for the number of weeks that the position was filled at the wrong wage. In a subsequent grievance filed, the City again paid the difference in wages to the 1103 Member that held the job during the time the grievance and MERA charge was being adjudicated.



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

JOSEPH MAYHEW
Business Agent

LOCAL 1103 ANNUAL PICNIC



When: Sunday, July 27th
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.